

**2020**

**Pennsylvania State Government**

# **Workforce Statistics**

**Tom Wolf, Governor**

**Michael Newsome, Secretary of Administration**



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# STATE GOVERNMENT WORKFORCE STATISTICS

## Table of Contents (1 of 2)

### Executive Summary

Executive Summary.....	3
------------------------	---

### Overall Complement

Total Employment.....	4
Union/Management Status.....	5
Employment by Job Category.....	6
Top 25 Employee Classifications.....	7
Trend of Filled Salaried and Wage Positions.....	8
Historical Filled Salaried and Wage Positions.....	9
Criminal Justice Agencies and Public Welfare - Ten Year Comparative Complement.....	10
Separation Rates by Union.....	11
Historical Appointments and Separation Trends.....	12
Appointments, Separations, and Promotions by Civil Service/Non-Civil Service.....	13
Appointments by Class Title - Top 25.....	14
Separations by Class Title - Top 25.....	15

### Financial

Personnel Costs (% of Budget).....	16
Personnel and Benefit Costs.....	17
Benefit Costs per Employee.....	18
Average Salary by Agency.....	20
Average Compensation by Union.....	21
Overtime Costs by Agency.....	22
Average Paid Leave Days and Costs Usage Per Employee by Union.....	23
Overtime Hours by Agency.....	24
Average Sick Leave Use and Costs Per Employee by Agency.....	25
Historical Average Sick Leave Use.....	26

### Agency Complement

Employment by Agency.....	27
Hires and Separations.....	28
Separation Trends.....	29
Leave Usage - Paid.....	30
Filled Salaried and Wage Positions by Agency.....	31
Historical Separation Rates by Agency.....	32
Voluntary Separations During First Five Years of Service by Agency.....	33
Placement by Type and Agency.....	34

# STATE GOVERNMENT WORKFORCE STATISTICS

## Table of Contents (2 of 2)

### Demographics

Diversity by Agency.....	35
Employment by Ethnicity.....	38
Employment by Gender.....	39
Age Groups.....	40
Length of Service.....	41
Labor Force Compared to State Employment by Minority Group and Gender.....	42
Minority Representation by Agency.....	43
Gender Representation by Agency.....	44
Job Categories by Race and Gender.....	45
Appointments, Separations and Promotions by Ethnicity and Gender.....	48
Age and Length of Service by Union.....	50
Minority Group and Gender of Employees by Union.....	51
Age and Length of Service for All Commonwealth Employees.....	53
Average Age of New Hires for All Agencies.....	54
Average Age and Length of Service for All Agencies.....	55

### Geography

Employees per 10K Residents.....	56
Employees Average Salary.....	57
Employees by County.....	58
Trend of All State Employment - Eight Most Populous States .....	60

### Glossary

Glossary.....	61
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**STATE GOVERNMENT WORKFORCE STATISTICS**  
July 2019

**Executive Summary**

**General Pennsylvania Statistics**

Pennsylvania Population	12,807,060 (1)
Population	Rank 5th (1)
Average Salary of State Workers	Rank 19th (2)
State Employees Per Population	Rank 43rd (3)
Pennsylvania Labor Force	6,470,000 (4)

**Commonwealth Positions as of June 30, 2019 (5)**

Number of Full-Time and Part-Time Salaried Employees	72,429
Number of Full-Time and Part-Time Wage Employees	5,813
Salaried Payroll	\$4.3 Billion
Wage Payroll	\$145 Million

**Profile of Full-Time Salaried Employees as of June 30, 2019 (5)**

Number of Full-Time Salaried Employees	72,244
Average Age	46
Average Length of Service in Years	11.3
Average Annual Salary	\$58,332
Average Annual Benefits	\$46,249
Average Annual Sick Leave Days	8.4
Percent Civil Service	68.5%
Percent Represented by Unions	81.0%
Percent Minorities	15.3%
Annual Separation Rate	9.1%

**Notes**

- (1) "Annual Estimates of the Population for the United States, Regions, States, and Puerto Rico", U.S. Census Bureau, Population Division, as of July 1, 2018.
- (2) "State Government Employment and Payroll", U.S. Census Bureau, as of March 2017 (data is the latest available).
- (3) "State Government Employment and Payroll", U.S. Census Bureau, as of March 2017 and "Annual Estimates of the Population for the United States, Regions, States, and Puerto Rico", U.S. Census Bureau, Population Division, as of July 1, 2018.
- (4) "Monthly Seasonally Adjusted Labor Force, Employment and Unemployment data in Pennsylvania for July, 2019" from PA Department of Labor and Industry, Center for Workforce Information and Analysis.
- (5) Under the Governor's jurisdiction only. All data in these sections as of close of business June 30, 2019.

**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**Total Employment**  
**Part-Time and Full-Time Salaried and Wage Employees**

*Over Eighty Years of Change - Filled Salaried and Wage Employees*  
*(GAWFR Table 1)*

July of Each Year	Salaried	Wage
1930	9,500	
1935	19,500	
1940	33,500	16,500
1945	31,000	10,000
1950	38,000	20,000
1955	50,000	16,000
1960	57,000	15,500
1965	69,000	17,000
1970	101,000	13,000
1975	110,000	8,000
1980	100,000	7,600
1985	81,000	8,000
1990	79,600	5,400
1995	81,200	5,800
2000	79,600	5,400
2005	77,041	6,997
2010	76,110	7,580
2015	72,830	6,598
<b>2019</b>	<b>72,429</b>	<b>5,813</b>

SOURCE: Office of Administration | HR Service Center | IRIS.

NOTE: Data as of January of each year prior to 1970 because of data availability for earlier years. For all other years, data as of July of each year. In 1968, 10,812 highway maintenance wage positions in the Department of Transportation were transferred to salaried positions. On July 1, 1983, 8,553 salaried and 90 wage positions were transferred from the Governor's jurisdiction to the State System of Higher Education.

COMMENTS: Except for the World War II era, there was a steady growth pattern in the number of filled state jobs from 1930 to 1975. The period since 1975 has shown a reversal of that general pattern.

**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**Union/Management Status**  
**July 2019**

*Commonwealth Employment by Union*  
*(GAWFR Table 22)*

Union	Abbreviation	Rank-and-File	Supervisory	Totals	
American Federation of State, County, and Municipal Employees*	AFSCME (Master Agreement/Memorandum)	25,983 *	3,044 *	29,027 *	40.2% *
-Other AFSCME units		8,531	822	9,353	12.9%
-Clerical, Administrative and Fiscal units		6,504	747	7,251	10.0%
-Maintenance and Trades units		6,240	1,098	7,338	10.2%
-Human Services units		4,708	377	5,085	7.0%
*Total of all employees in the four categories					
Pennsylvania State Corrections Officers Association	PSCOA (corrections officers)	10,705		10,705	14.8%
Local 668 of the Service Employees International Union	SEIU Local 668 (social workers)	7,982	1,260	9,242	12.8%
Pennsylvania State Troopers Association	PSTA (State Police)	4,378		4,378	6.1%
United Food and Commercial Workers	UFCW (liquor store clerks)	1,514		1,514	2.1%
Service Employees International Union, Healthcare Pennsylvania	SEIU Healthcare PA (nurses, non-supervisory)	1,088		1,088	1.5%
Independent State Store Union	ISSU (liquor store managers)		691	691	1.0%
Correctional Institution Vocational Education Association, PSEA	CIVEA (corrections education teachers)	338		338	0.5%
Federation of State Cultural and Educational Professionals	FOSCEP (educational and cultural)	265	23	288	0.4%
Office and Professional Employees International Union, Healthcare Pennsylvania, Local 112	OPEIU (nurse supervisors)		231	231	0.3%
United Government Security Officers of America	UGSOA (security officers)	150	19	169	0.2%
Fraternal Order of Police, Lodge 114 (wildlife conservation officers)	FOP (wildlife conservation officers)	180		180	0.2%
Pennsylvania Doctors Alliance	PDA (physicians)	122	12	134	0.2%
Pennsylvania Liquor Enforcement Associations, Liquor Law Enforcement Unit	PLEA (liquor enforcement officers)	136		136	0.2%
Fraternal Order of Police, Capitol Police Lodge 85	FOP (Capitol Police)	93		93	0.1%
Pennsylvania State Rangers Association	PSRA (DCNR rangers)	84		84	0.1%
Fraternal Order of Police, Lodge 114 - Fish and Boat Commission	FOP (waterway conservation officers)	60	5	65	0.1%
Local 668 of the Service Employees International Union, Hearing Officers	SEIU Local 668 (unemployment compensation referees)		44	44	0.1%
Pennsylvania State Education Association, Hiram G. Andrews Center	PSEA (non-tenured teachers)	24		24	0.0%
Commonwealth Bar Association, Public Utility Commission	CBA (PUC attorneys)	23		23	0.0%
Alliance of Liquor Enforcement Supervisors	ALES (liquor law enforcement supervisors)		28	28	0.0%
<b>Total</b>		<b>53,125</b>	<b>5,357</b>	<b>58,482</b>	<b>81.0%</b>
Non-Union Employees				675	0.9%
Management Employees				13,087	18.1%
<b>COMMONWEALTH TOTAL</b>				<b>72,244</b>	<b>100.0%</b>

SOURCE: Office of Administration | HR Service Center | IRIS.

NOTE: Includes full-time permanent salaried employees. The primary occupations represented by the union are shown in parentheses. Fiscal year data as of close of business June 30, 2019.

COMMENTS: 81.0 percent of state employees are represented by a union, with AFSCME representing the largest percentage.

**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**Employment by Job Category**  
**July 2019**

*Distribution of State Government Employees by Occupational Group*  
*(GAWFR Table 20)*

<b>Job Category</b>	<b>Employees</b>	<b>Percentage</b>
Officials/Administrators	10,862	15.04%
Professionals	18,279	25.30%
Technicians	2,199	3.04%
Protective Service Workers	14,293	19.78%
Paraprofessionals	1,505	2.08%
Office and Clerical	10,842	15.01%
Skilled Craft Workers	3,958	5.48%
Service/Maintenance	10,306	14.27%
<b>Totals</b>	<b>72,244</b>	<b>100%</b>

SOURCE: Office of Administration | HR Service Center | IRIS.

NOTE: Includes full-time permanent salaried employees. Percentages are based on the total number of full-time salaried employees under the Governor's jurisdiction as of June 30, 2019. Percents shown may not total 100% due to rounding.

COMMENTS: State employees categorized as Professionals comprise the largest percentage (25.30%) of the eight occupational groupings. Paraprofessionals comprise the smallest percentage (2.08%). While the percentages have changed slightly, the ranking of these two groups has remained consistent over the previous thirteen reporting years.

**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**Top 25 Employee Classifications**  
**July 2019**

*Most Populous Class Titles - Top 25*  
*(GAWFR Table 36)*

<b>Class Title</b>	<b>Number</b>
Corrections Officer 1 .....	6,453
Income Maintenance Caseworker .....	4,594
State Police Trooper .....	3,226
Clerk Typist 2.....	1,974
Transportation Equipment Operator B .....	1,922
Transportation Equipment Operator A.....	1,809
Residential Services Aide*.....	1,301
Corrections Officer 2.....	1,136
Corrections Officer Trainee.....	998
Clerk Typist 3 .....	952
Liquor Store Clerk 1.....	882
Registered Nurse.....	827
Clerk 2 .....	795
Licensed Practical Nurse .....	763
State Police Corporal.....	756
Income Maintenance Casework Supervisor .....	737
Parole Agent 2.....	715
Maintenance Repairman 2.....	660
Clerk 3.....	607
Nurse Aide.....	598
Corrections Officer 3.....	579
Psychiatric Aide .....	574
Liquor Store Clerk 2.....	512
Highway Foreman 2.....	512
Corrections Food Service Instructor.....	501

SOURCE: Office of Administration | HR Service Center | IRIS.

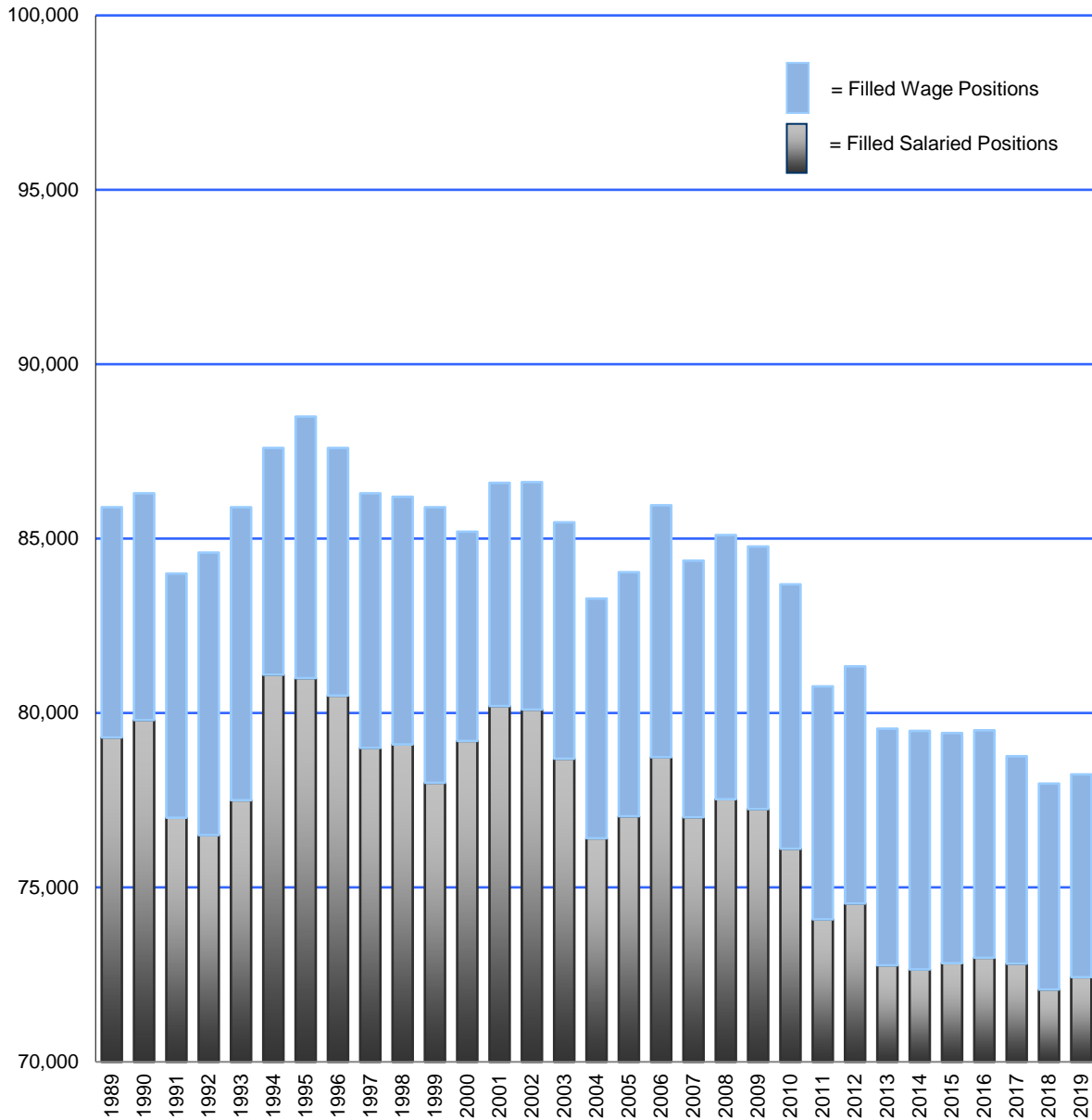
NOTE: Includes full-time permanent salaried employees.

COMMENTS: Out of 2,576 different active class titles, 48 percent of the salaried work force (34,383 employees) serve in these 25 most populous class titles. Of the above listed class titles, all 25 were also listed as most populous class titles in the previous year. The number of classes ranking consistently with the previous year was 11 of 25.



**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**July 2019**

*The Trend of Filled Salaried and Wage Positions*  
*July 1989 to July 2019*  
*(GAWFR Table 2)*



NOTE: Includes full-time and part-time filled salaried and wage positions.

COMMENTS: On July 1, 2019 there were 72,429 filled salaried and 5,813 filled wage positions. Filled salaried positions increased by 355 and filled wage positions decreased by 92 from the previous year as of the July 1 figures.

**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**July 2019**

*Historical Filled Salaried and Wage Positions*  
*Fiscal Years 1984 to 2019*  
*(GAWFR Table 3)*

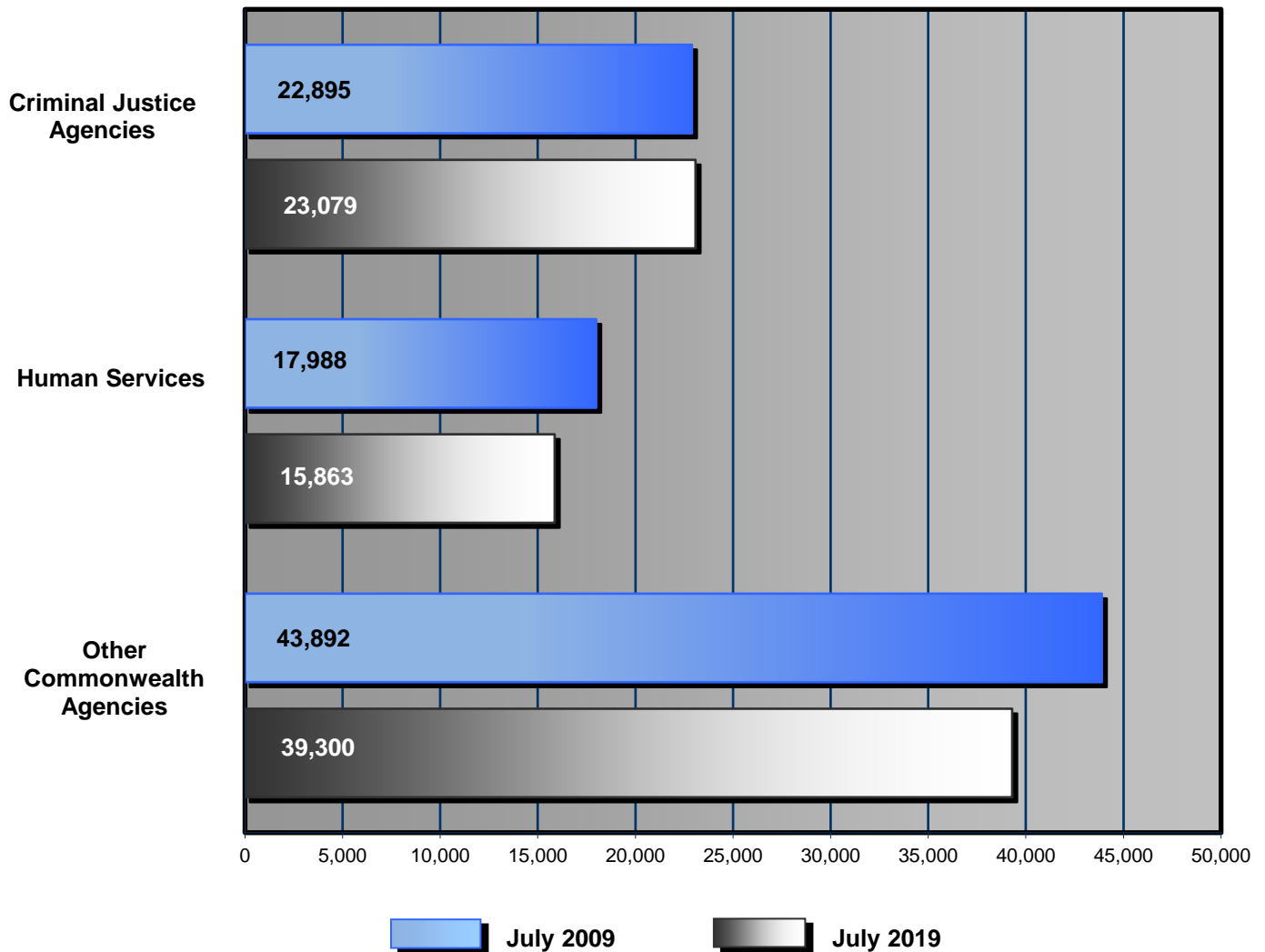
Date	Salaried Positions		Wage Positions	
	January	July	January	July
1984	85,123	84,053	6,151	5,931
1985	83,678	82,869	5,796	6,582
1986	81,701	80,265	6,446	6,436
1987	79,759	79,548	5,992	6,434
1988	79,669	80,008	5,919	6,268
1989	79,537	79,303	5,834	5,812
1990	79,522	79,476	5,928	6,193
1991	79,563	77,127	6,399	6,187
1992	76,388	76,640	6,822	6,868
1993	78,352	78,725	6,599	6,576
1994	80,226	81,512	6,753	6,336
1995	81,175	81,418	7,073	6,362
1996	81,588	80,920	6,609	6,125
1997	80,628	79,606	6,348	5,773
1998	79,605	79,495	6,083	5,930
1999	79,775	78,690	5,955	6,114
2000	79,255	79,207	5,925	6,015
2001	79,993	80,240	6,311	6,678
2002	80,126	80,146	6,978	7,154
2003	80,597	78,691	7,550	6,777
2004	78,481	76,410	6,350	6,873
2005	78,056	77,041	7,132	6,997
2006	78,565	78,733	7,769	7,223
2007	78,730	77,013	7,303	7,359
2008	77,225	77,531	7,656	7,572
2009	77,959	77,248	8,072	7,527
2010	76,563	76,110	8,430	7,580
2011	76,083	74,086	8,452	6,680
2012	74,538	74,540	8,052	6,799
2013	74,137	72,768	7,223	6,784
2014	73,261	72,650	7,126	6,839
2015	72,833	72,830	7,114	6,598
2016	73,431	72,984	6,909	6,522
2017	73,781	72,815	5,950	5,949
2018	72,582	72,074	5,737	5,905
<b>2019</b>	<b>72,375</b>	<b>72,429</b>	<b>5,825</b>	<b>5,813</b>

NOTE: Includes full-time and part-time filled salaried and wage positions. Per diem positions included with wage.

COMMENTS: On July 1, 2019 there were 72,429 filled salaried and 5,813 filled wage positions. Filled salaried positions increased by 355 positions from the previous year as of the July 1 figures. Filled wage positions decreased by 92 during the same period.

**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**July 2019**

*Criminal Justice Agencies and Human Services*  
*Ten Year Comparative Complement*  
*July 2009 to 2019*  
*(GAWFR Table 5)*



NOTE: Includes full-time and part-time filled salaried and wage positions. For this table, Criminal Justice Agencies include the Department of Corrections, State Police, and Probation and Parole Board.

**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**Fiscal Year 2018-2019**

*Separation Rates by Union  
Full-Time Salaried Employees  
(GAWFR Table 27)*

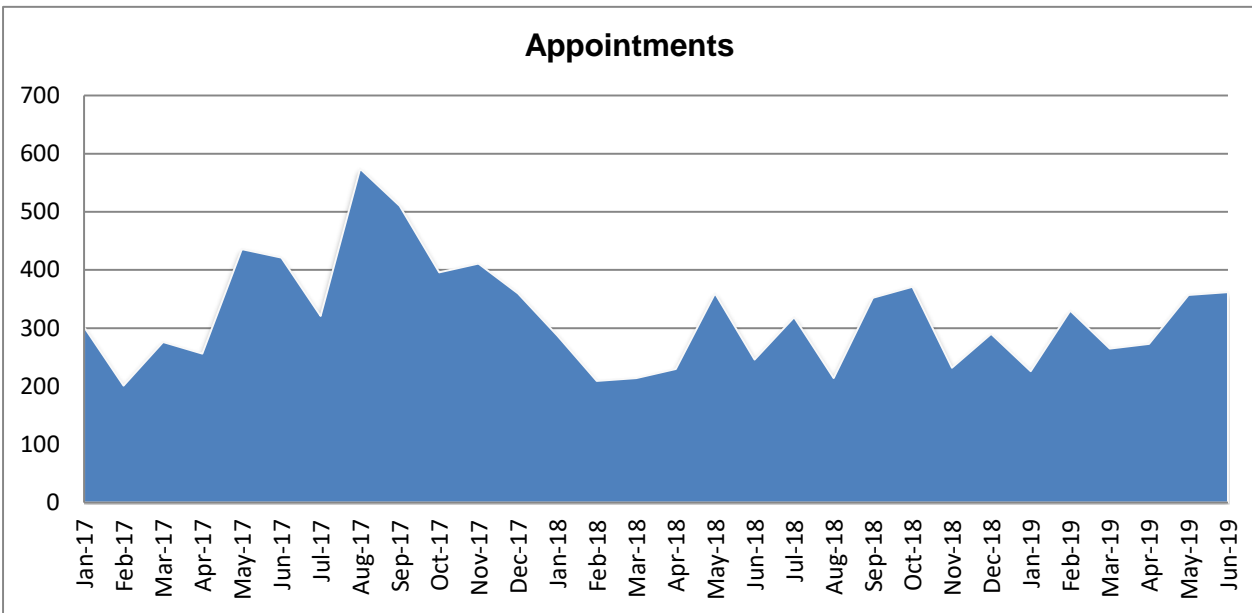
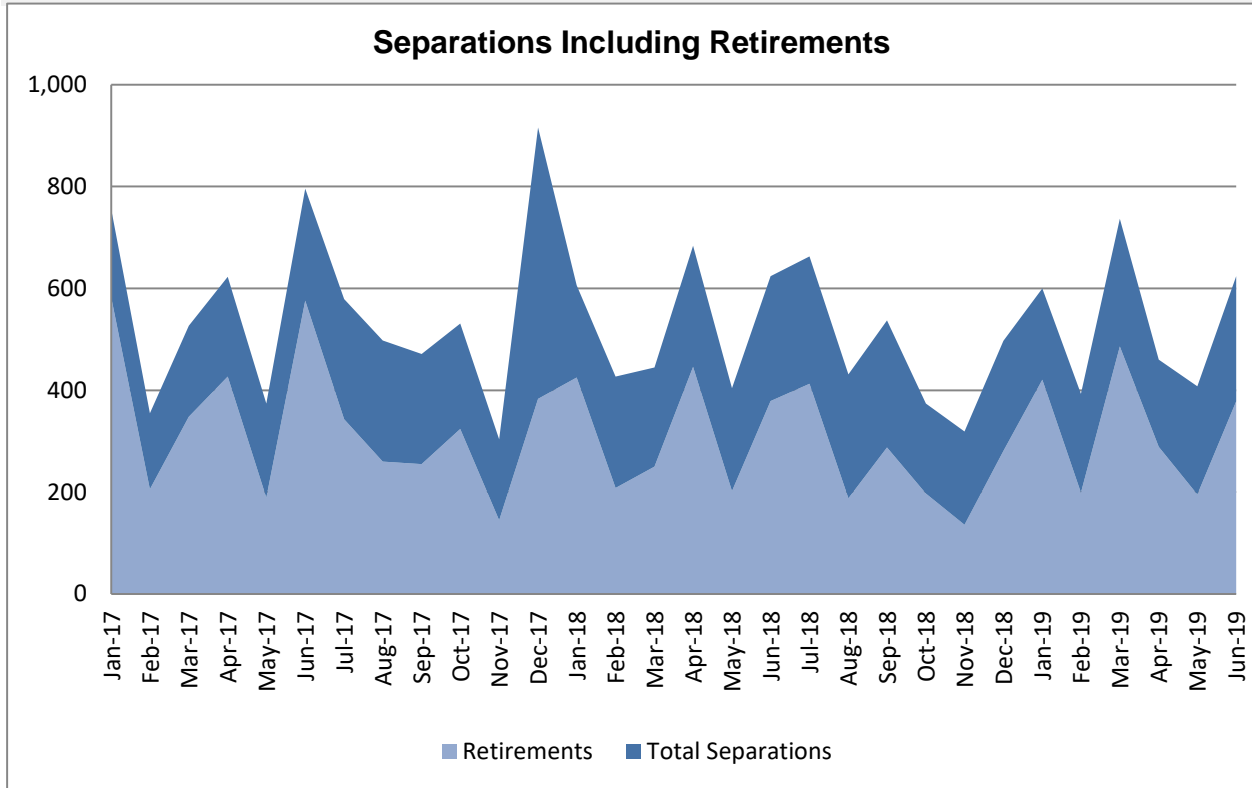
Union	Retirements		Resignations		Other Separations		Total Separations	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
AFSCME (Master Agreement/Memorandum)	1,537 *	5.3% *	1,209 *	4.2% *	320 *	1.1% *	3,066 *	10.6% *
-Clerical, Administrative and Fiscal units	389	4.2%	247	2.6%	56	0.6%	692	7.4%
-Maintenance and Trades units	428	5.9%	360	5.0%	60	0.8%	848	11.7%
-Human Services units	280	3.8%	386	5.3%	152	2.1%	818	11.1%
-Other AFSCME units	440	8.7%	216	4.2%	52	1.0%	708	13.9%
<i>* Average for employees in the four categories</i>								
PSCOA (corrections officers)	475	4.4%	330	3.1%	104	1.0%	909	8.5%
SEIU Local 668 (social workers)	384	4.2%	322	3.5%	64	0.7%	770	8.3%
PSTA (state police)	164	3.7%	13	0.3%	7	0.2%	184	4.2%
SEIU Healthcare PA (nurses, non-supervisory)	75	5.0%	82	5.4%	8	0.5%	165	10.9%
UFCW (liquor store clerks)	68	6.3%	91	8.4%	30	2.8%	189	17.4%
ISSU (liquor store managers)	38	5.5%	7	1.0%	2	0.3%	47	6.8%
CIVEA (corrections education teachers)	16	4.7%	6	1.8%	2	0.6%	24	7.1%
FOSCEP (educational and cultural)	16	5.6%	3	1.0%	3	1.0%	22	7.6%
OPEIU (nurse supervisors)	20	8.7%	2	0.9%	2	0.9%	24	10.4%
UGSOA (security officers)	11	6.5%	7	4.1%	3	1.8%	21	12.4%
PDA (physicians)	3	2.2%	2	1.5%	4	3.0%	9	6.7%
FOP (conservation officers)	10	5.6%	2	1.1%	0	0.0%	12	6.7%
FOP (Capitol police)	0	0.0%	11	11.8%	1	1.1%	12	12.9%
All Other Unions	12	3.0%	7	1.7%	3	0.7%	22	5.4%
Non-Union Employees	31	4.6%	9	1.3%	2	0.3%	42	6.2%
Management Employees	757	5.8%	239	1.8%	48	0.4%	1044	8.0%
<b>COMMONWEALTH TOTAL</b>	<b>3,617</b>	<b>5.0%</b>	<b>2,342</b>	<b>3.2%</b>	<b>603</b>	<b>0.8%</b>	<b>6,562</b>	<b>9.1%</b>

NOTE: The above table identifies specific unions representing 100 or more employees. Includes full-time, permanent salaried employees. Other separations include furloughs, involuntary separations, and deaths but exclude employees who have completed a temporary or emergency assignment. Data includes both rank-and-file and supervisory units unless otherwise noted.

COMMENTS: The highest separation rate in an individual group occurred among UFCW (liquor store clerks) primarily due to resignations.

**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**January 2017 to June 2019**  
**Full-Time Salaried Employees**

*Historical Appointments and Separation Trends*  
*(GAWFR Table 32)*

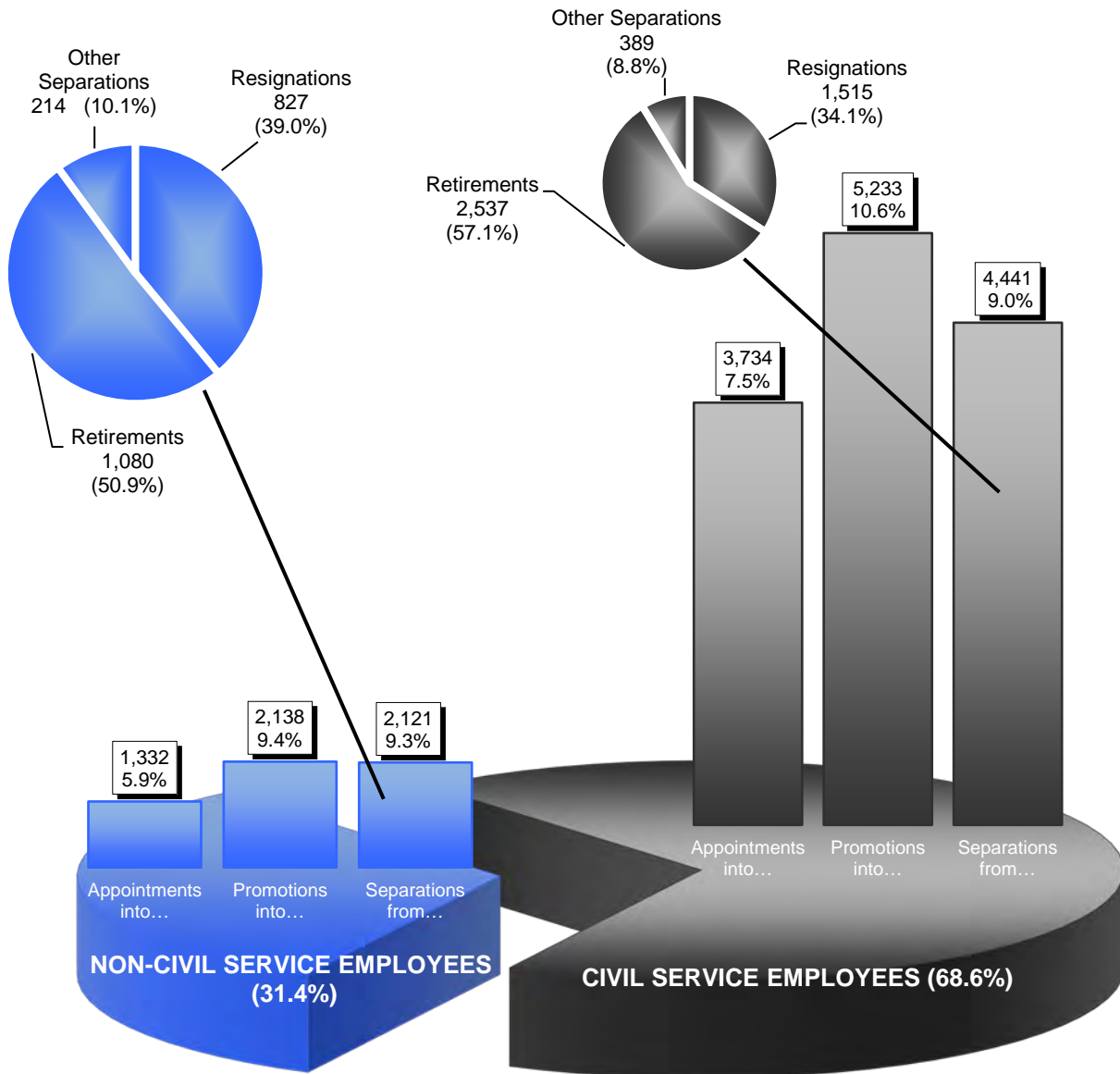


NOTE: Includes full-time, permanent salaried employees. Appointments include employees returned from furlough.

COMMENTS: Over the previous two fiscal years the largest number of separations occurred in June 2019 (858) and was primarily due to retirements. The smallest number of retirements occurred in November 2018 (129). The largest number of appointments occurred in December 2018 (610).

**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**July 2019**

*Appointments, Separations, and Promotions by Civil Service/Non-Civil Service*  
*Fiscal Year 2018-2019*  
*Full-Time Salaried Employees*  
*(GAWFR Table 33)*



NOTE: Includes full-time permanent salaried employees. Appointments include employees returned from furlough. Other separations include furloughs, dismissals, and deaths. Civil service percents are taken from the average employment of civil service employees only. Non-civil service percents are taken from the average employment of non-civil service employees only. The numbers and rates of appointments, promotions, and separations were determined by the amount of each type of transaction processed during the year. Percentages found in the pie charts highlighting the breakdown of separations are calculated in relation to the total number of that service type's separations. Percentages found above bar graphs are calculated in relation to the total number of that service type's total number of employees.

COMMENTS: During fiscal year 2018-2019 the promotion and separation rates for non-civil service employees were slightly lower than those for civil service employees, while the appointment rates for civil service employees were higher than those for non-civil service employees.

**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**Fiscal Year 2018-2019**  
**Full-Time Salaried Employees**

*Appointments by Class Title - Top 25*  
*(GAWFR Table 37)*

Class Title	Union	Type Service	Number of Appointments
Corrections Officer Trainee	PSCOA	C	1020
Income Maintenance Caseworker	PSSU	C	646
Clerk Typist 2	AFSCME	B	324
Transportation Equipment Operator A	AFSCME	N	239
Registered Nurse	SEIU	C	134
Nurse Aide	AFSCME	B	125
Licensed Practical Nurse	AFSCME	C	102
Driver License Examiner Assistant	AFSCME	C	79
Custodial Worker 1	AFSCME	N	69
Civil Engineer Trainee	AFSCME	C	54
Food Service Worker 1	AFSCME	N	53
Maintenance Repairman 2	AFSCME	B	52
Youth Development Aide	AFSCME	C	51
Clerk 2	AFSCME	B	50
Corrections Food Service Instructor	PSCOA	N	45
Corrections Community Center Monitor	PSCOA	N	45
Parole Agent 1	AFSCME	C	41
Forensic Security Employee Trainee	PSCOA	C	36
Police Communications Operator	AFSCME	N	35
Transportation Equipment Operator Trainee	AFSCME	N	34
Clerk Typist 3	AFSCME	B	34
Disability Claims Adjudicator Trainee	PSSU	C	33
Environmental Trainee	AFSCME	C	29
Transportation Construction Inspector	AFSCME	C	26
Aide Trainee	AFSCME	C	25

NOTE: Includes all full-time, permanent salaried employees. "C" indicates that positions in this class are civil service-covered, while "N" indicates that the class is non-civil service. "B" indicates that positions in this class may be either civil service or non-civil service depending upon duties.

COMMENTS: Appointments to the Corrections Officer Trainee class account for 20.1 percent of the appointments into salaried positions processed in fiscal year 2018-2019. Of these 25 class titles with the most appointments, 11 are also among the 25 most populous class titles.

**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**Fiscal Year 2018-2019**

*Separations by Class Title - Top 25*  
*Full-Time Salaried Employees*  
*(GAWFR Table 38)*

<b>Class Title</b>	<b>Union</b>	<b>Type Service</b>	<b>Number of Separations</b>
Income Maintenance Caseworker	PSSU	C	436
Corrections Officer 1	PSCOA	C	434
Transportation Equipment Operator A	AFSCME	N	272
Clerk Typist 2	AFSCME	B	231
Corrections Officer Trainee	PSCOA	C	217
Transportation Equipment Operator B	AFSCME	N	191
Nurse Aide	AFSCME	B	163
Residential Services Aide	AFSCME	C	148
Licensed Practical Nurse	AFSCME	C	128
Liquor Store Clerk 1	UFCW	C	128
Registered Nurse	SEIU	C	122
Clerk Typist 3	AFSCME	B	103
State Police Trooper	PSTA	N	92
Corrections Officer 2	PSCOA	C	77
Psychiatric Aide	AFSCME	C	73
Clerk 2	AFSCME	B	67
Custodial Worker 1	AFSCME	N	65
Maintenance Repairman 2	AFSCME	B	63
Food Service Worker 1	AFSCME	N	63
State Police Corporal	PSTA	N	58
Youth Development Aide	AFSCME	C	58
Liquor Store Clerk 2	UFCW	C	55
Clerk 3	AFSCME	B	51
Diesel and Construction Equipment Mechanic	AFSCME	B	49
Corrections Officer 3	MGMT	C	48

NOTE: Includes all full-time, permanent salaried employees. "C" indicates that positions in this class are civil service-covered, while "N" indicates that the class is non-civil service. "B" indicates that positions in this class may be either civil service or non-civil service depending upon the duties.

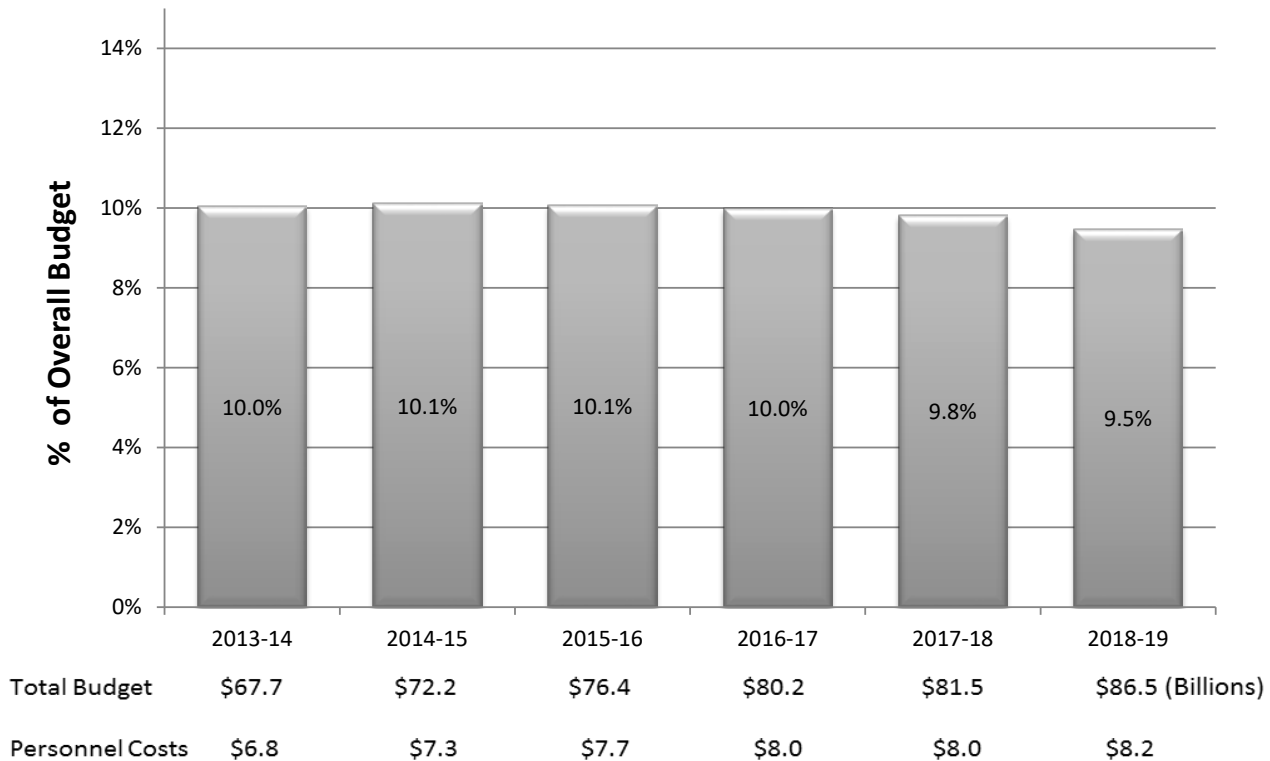
COMMENTS: The Income Maintenance Caseworker class title had the most separations processed, 6.6 percent of the total in the top 25 category in fiscal year 2018-2019. Of the current 25 titles with the most separations, 21 are also among the 25 most populous class titles.



**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**Personnel Costs (% of Budget)**  
**Fiscal Years 2013-2014 to 2018-2019**

*Personnel Costs as a Percentage of Budget  
(GAWFR Table 7)*

### Personnel Costs (% of Budget)



SOURCE: Office of Administration | HR Service Center | IRIS.

NOTE: The proposed budget consists of planned expenditures as documented on page B5 of the Governor's Executive Budget. Personnel costs are calculated using payroll and derived benefits costs for full-time permanent salaried employees. The wage payroll and overtime costs for salaried and wage employees are also included as personnel costs.

COMMENTS: The percentage of personnel costs to state budget this year decreased slightly from last year.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**Personnel and Benefit Costs**  
**Since Fiscal Year 2001-2002**

*Historical Average Per Employee State Paid Benefit Costs  
(GAWFR Table 40)*

<b>Fiscal Year</b>	<b>Payroll Average Total Salary</b>	<b>Benefits Total Average Benefits Costs</b>	<b>Benefits as a Percent of Average Total Salary</b>
2001-02	\$41,405	\$13,111	31.7%
2002-03	\$43,112	\$13,328	30.9%
2003-04	\$42,749	\$16,307	38.1%
2004-05	\$42,504	\$17,739	41.7%
2005-06	\$43,553	\$19,353	44.5%
2006-07	\$45,286	\$20,927	46.2%
2007-08	\$46,113	\$21,677	47.0%
2008-09	\$47,821	\$22,657	47.4%
2009-10	\$49,082	\$24,912	50.8%
2010-11	\$50,598	\$25,228	49.9%
2011-12	\$50,229	\$26,276	52.3%
2012-13	\$51,439	\$29,499	57.4%
2013-14	\$51,432	\$33,590	65.3%
2014-15	\$53,924	\$38,829	72.0%
2015-16	\$53,843	\$43,360	80.5%
2016-17	\$55,727	\$44,757	80.3%
2017-18	\$56,823	\$45,793	80.6%
2018-19	\$58,257	\$46,249	79.4%

SOURCE: Bureau of Employee Benefits, Office of Administration.

NOTE: Costs are on an annual basis by fiscal year (July 1 through June 30). Salaries do not include overtime. State Employees Health Program and Retired Employees Health Program costs are based on agency contributions to the programs.

COMMENTS: Total benefit costs rose from an average of \$13,111 per employee in 2001-2002 to \$46,249 per employee in 2018-2019. Benefits as a percent of salary increased from 31.7 percent in 2001-2002 to 79.4 percent in 2018-2019.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**Benefit Costs per Employee (1 of 2)**  
**Fiscal Years 2001-2002 to 2018-2019**

*Historical Average Per Employee State Paid Benefit Costs  
(GAWFR Table 40)*

**Percentages**

Fiscal Year	State Employee Health Program	Retired Employees Health Program	Group Life Insurance	Retirement	Social Security and Medicare	Leave Payout	Workers' Comp	Unemp Comp	State Employee Assistance Program	Total Average Benefits Costs	Average Total Salary	Benefits as a Percent of Average Total Salary
2001-02	37.60%	26.86%	0.84%	1.71%	24.16%	0.00%	7.26%	1.58%		\$13,111	\$41,405	31.70%
2002-03	37.05%	26.87%	0.44%	3.46%	24.74%	0.00%	5.82%	1.62%		\$13,328	\$43,112	30.90%
2003-04	43.87%	25.59%	0.74%	2.80%	20.05%	0.00%	5.64%	1.31%		\$16,307	\$42,749	38.10%
2004-05	39.70%	30.08%	0.68%	4.86%	18.33%	0.00%	5.15%	1.20%		\$17,739	\$42,504	41.70%
2005-06	37.06%	32.34%	0.62%	6.79%	17.22%	0.00%	4.84%	1.13%		\$19,353	\$43,553	44.50%
2006-07	38.63%	29.91%	0.57%	8.70%	16.56%	0.00%	4.54%	1.08%		\$20,927	\$45,286	46.20%
2007-08	39.70%	28.87%	0.57%	8.51%	16.28%	0.00%	5.00%	1.07%		\$21,677	\$46,113	47.00%
2008-09	42.01%	27.63%	0.49%	8.44%	16.15%	0.00%	4.64%	0.63%		\$22,657	\$47,821	47.40%
2009-10	41.88%	25.12%	0.45%	7.88%	15.07%	3.75%	4.63%	1.22%		\$24,912	\$49,082	50.76%
2010-11	42.54%	23.10%	0.44%	10.03%	15.34%	2.81%	4.71%	1.02%		\$25,228	\$50,598	49.90%
2011-12	37.22%	23.82%	0.46%	15.29%	14.62%	3.06%	4.59%	0.86%	0.08%	\$26,277	\$50,229	52.30%
2012-13	34.48%	23.43%	0.41%	20.16%	13.34%	2.79%	4.53%	0.78%	0.08%	\$29,499	\$51,439	57.35%
2013-14	32.67%	23.45%	0.35%	24.54%	11.87%	2.64%	3.73%	0.70%	0.06%	\$33,972	\$52,655	64.43%
2014-15	30.56%	22.43%	0.30%	27.97%	10.62%	2.57%	4.86%	0.63%	0.05%	\$38,829	\$53,924	72.01%
2015-16	27.37%	25.14%	0.27%	30.29%	9.50%	2.48%	4.35%	0.56%	0.04%	\$43,360	\$53,843	80.53%
2016-17	26.51%	21.09%	0.26%	35.65%	9.52%	2.49%	3.86%	0.56%	0.04%	\$44,757	\$55,727	80.30%
2017-18	26.94%	17.09%	0.24%	40.12%	9.49%	2.23%	3.29%	0.56%	0.05%	\$45,793	\$56,823	80.59%
2018-19	27.41%	16.92%	0.23%	40.07%	9.64%	2.27%	2.83%	0.57%	0.06%	\$46,249	\$58,257	79.39%

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**Benefit Costs per Employee (2 of 2)**  
**Fiscal Years 2001-2002 to 2018-2019**

*Historical Average Per Employee State Paid Benefit Costs*  
*(GAWFR Table 40 - continued)*

**Dollars**

Fiscal Year	State Employee Health Program	Retired Employees Health Program	Group Life Insurance	Retirement	Social Security and Medicare	Leave Payout	Workers' Comp	Unemp Comp	State Employee Assistance Program	Total Average Benefits Costs	Average Total Salary	Benefits as a Percent of Average Total Salary
2001-02	\$4,930	\$3,521	\$110	\$224	\$3,167	\$0	\$952	\$207		\$13,111	\$41,405	31.70%
2002-03	\$4,938	\$3,581	\$58	\$461	\$3,298	\$0	\$776	\$216		\$13,328	\$43,112	30.90%
2003-04	\$7,154	\$4,173	\$120	\$457	\$3,270	\$0	\$919	\$214		\$16,307	\$42,749	38.10%
2004-05	\$7,042	\$5,336	\$120	\$863	\$3,251	\$0	\$914	\$213		\$17,739	\$42,504	41.70%
2005-06	\$7,172	\$6,259	\$120	\$1,315	\$3,332	\$0	\$937	\$218		\$19,353	\$43,553	44.50%
2006-07	\$8,085	\$6,259	\$120	\$1,820	\$3,465	\$0	\$951	\$226		\$20,927	\$45,286	46.20%
2007-08	\$8,606	\$6,259	\$124	\$1,845	\$3,528	\$0	\$1,084	\$231		\$21,677	\$46,113	46.50%
2008-09	\$9,519	\$6,259	\$112	\$1,913	\$3,658	\$0	\$1,052	\$143		\$22,657	\$47,821	47.40%
2009-10	\$10,432	\$6,259	\$112	\$1,963	\$3,755	\$933	\$1,153	\$304		\$24,912	\$49,082	50.76%
2010-11	\$10,732	\$5,827	\$112	\$2,530	\$3,871	\$708	\$1,189	\$258		\$25,228	\$50,598	49.86%
2011-12	\$9,780	\$6,259	\$122	\$4,018	\$3,842	\$804	\$1,205	\$226	\$20	\$26,277	\$50,229	52.30%
2012-13	\$10,171	\$6,911	\$122	\$5,948	\$3,935	\$823	\$1,337	\$231	\$20	\$29,499	\$51,439	57.40%
2013-14	\$11,084	\$7,954	\$118	\$8,327	\$4,028	\$895	\$1,264	\$237	\$20	\$33,927	\$52,655	64.40%
2014-15	\$11,866	\$8,711	\$118	\$10,861	\$4,125	\$998	\$1,887	\$243	\$20	\$38,829	\$53,924	72.01%
2015-16	\$11,866	\$10,901	\$118	\$13,132	\$4,119	\$1,077	\$1,885	\$242	\$20	\$43,360	\$53,843	80.53%
2016-17	\$11,866	\$9,441	\$118	\$15,957	\$4,263	\$1,115	\$1,728	\$251	\$20	\$44,757	\$55,727	80.30%
2017-18	\$12,336	\$7,824	\$108	\$18,373	\$4,347	\$1,023	\$1,506	\$256	\$21	\$45,793	\$56,823	80.59%
<b>2018-19</b>	<b>\$12,675</b>	<b>\$7,824</b>	<b>\$108</b>	<b>\$18,533</b>	<b>\$4,457</b>	<b>\$1,049</b>	<b>\$1,311</b>	<b>\$262</b>	<b>\$29</b>	<b>\$46,249</b>	<b>\$58,257</b>	<b>79.39%</b>

SOURCE: Bureau of Employee Benefits, Office of Administration.

NOTE: Costs are on an annual basis by fiscal year (July 1 through June 30). State Employees Health Program and Retired Employees Health Program costs are based on agency contributions to the programs.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**Average Salary by Agency**  
**July 2019**

*Agency Comparison of Average Salary*  
*(GAWFR Table 39)*

Agency	Average Salary
Aging . . . . .	\$70,767
Agriculture . . . . .	\$58,217
Banking and Securities . . . . .	\$70,138
Civil Service Commission . . . . .	\$72,720
Community and Economic Development . . . . .	\$73,079
Conservation and Natural Resources . . . . .	\$56,582
Corrections. . . . .	\$62,847
Drug and Alcohol Programs . . . . .	\$66,526
Education . . . . .	\$70,043
Emergency Management Agency. . . . .	\$62,308
Environmental Protection . . . . .	\$66,174
Executive Offices. . . . .	\$70,760
Fish and Boat Commission . . . . .	\$54,180
Game Commission. . . . .	\$55,402
General Services . . . . .	\$56,362
Health. . . . .	\$65,974
Historical and Museum Commission . . . . .	\$62,038
Human Services. . . . .	\$51,256
Insurance . . . . .	\$68,866
Labor and Industry . . . . .	\$57,643
Liquor Control Board . . . . .	\$44,677
Military and Veterans Affairs . . . . .	\$47,835
Milk Marketing Board . . . . .	\$62,875
Municipal Retirement System . . . . .	\$67,269
Probation and Parole Board . . . . .	\$62,985
Public School Employees' Retirement System . . . . .	\$78,185
Public Utility Commission . . . . .	\$74,146
Revenue . . . . .	\$58,159
State . . . . .	\$59,794
State Employees' Retirement System . . . . .	\$71,863
State Police . . . . .	\$78,096
Transportation . . . . .	\$50,100
<b>COMMONWEALTH AVERAGE . . . . .</b>	<b>\$58,332</b>

SOURCE: Office of Administration | HR Service Center | IRIS.

NOTE: Includes full-time permanent salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

COMMENTS: As of July 2019, the highest average salary was in Public School Employees' Retirement System and the lowest was in the Liquor Control Board.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**Average Compensation by Union**  
**July 2019**

*Comparison of Average Annual Compensation by Union*  
*Fiscal Year 2018-2019*  
*(GAWFR Table 23)*

Union	Average Annual Salary	Average Annual Benefit Costs	Average Total Annual Compensation	Average Annual Overtime Costs
AFSCME (Master Agreement/Memorandum)	\$45,725	\$39,899	\$85,624	\$3,242
-Clerical, Administrative, and Fiscal units	\$39,914	\$37,391	\$77,305	\$950
-Maintenance and Trades units	\$41,612	\$38,190	\$79,802	\$6,413
-Human Services units	\$39,828	\$37,114	\$76,942	\$4,521
-Other AFSCME units	\$56,666	\$44,779	\$101,445	\$1,876
ALES (liquor enforcement officers)	\$70,603	\$55,563	\$126,166	\$1,773
CBA (PUC attorneys)	\$88,922	\$58,301	\$147,223	-
CIVEA (corrections education teachers)	\$68,412	\$51,817	\$120,229	\$633
FOP (Capitol Police)	\$60,707	\$47,561	\$108,268	\$7,227
FOP (waterways conservation officers)	\$52,142	\$45,546	\$97,688	\$5,629
FOP (wildlife conservation officers)	\$57,646	\$45,481	\$103,127	\$8,067
FOSCEP (educational and cultural)	\$67,267	\$49,920	\$117,187	\$465
ISSU (liquor store managers)	\$47,630	\$41,271	\$88,901	\$1,833
OPEIU (nurse supervisors)	\$87,052	\$59,194	\$146,246	\$9,171
PDA (physicians)	\$146,409	\$82,181	\$228,590	\$23,702
PLEA (liquor enforcement officers)	\$51,006	\$42,321	\$93,327	\$1,177
PSCOA (corrections officers)	\$59,984	\$47,059	\$107,043	\$10,730
PSEA (non-tenured teachers)	\$72,999	\$52,016	\$125,015	-
PSRA (state park rangers)	\$58,719	\$48,499	\$107,218	\$3,896
PSTA (State Police)	\$88,682	\$96,505	\$185,187	\$7,245
SEIU Healthcare PA (nurses, non-supervisory)	\$74,200	\$51,713	\$125,913	\$9,171
SEIU Local 668 (social workers)	\$53,283	\$42,974	\$96,257	\$899
SEIU Local 668 (unemployment compensation referees)	\$79,577	\$56,796	\$136,373	\$611
UFCW (liquor store clerks)	\$32,857	\$34,100	\$66,957	\$1,915
UGSOA (security officers)	\$38,495	\$36,325	\$74,820	\$4,352
Non-Union Employees	\$73,580	\$53,676	\$127,256	\$1,991
Management Employees	\$77,810	\$55,331	\$133,141	\$1,146
<b>COMMONWEALTH AVERAGE</b>	<b>\$58,257</b>	<b>\$46,249</b>	<b>\$104,506</b>	<b>\$4,006</b>

SOURCE: Bureau of Employee Benefits and Bureau of Classification and Pay, Office of Administration.

NOTE: Includes full-time, permanent salaried employees. Average total annual compensation includes salary and benefits; excludes overtime pay.

COMMENTS: The highest paid group of employees are those represented by the PDA physicians, earning an average of \$228,590 annually in pay and benefits. Union-represented employee groups are earning no less than an average of \$66,957 in total annual compensation. Because some benefits are calculated as a percentage of salary, benefit costs tend to be higher among higher-paid employees. Benefits costs range from \$34,100 for UFCW liquor store clerks to \$96,505 for PSTA.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**July 2019**

*Overtime Costs by Agency*  
*Fiscal Years 2014-2015 to 2018-2019*  
*(GAWFR Tables 42a and 42b)*

<b>a. Average Overtime Expenditure Per Employee</b>					
<b>AGENCY</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
Corrections	\$7,174	\$6,732	\$6,525	\$6,484	\$7,850
Transportation	\$4,945	\$4,032	\$4,658	\$5,184	\$5,551
State Police	\$5,180	\$4,178	\$4,986	\$5,010	\$5,387
Game Commission	\$2,809	\$2,065	\$2,256	\$2,455	\$2,977
Emergency Management Agency	\$2,907	\$2,640	\$2,204	\$2,319	\$2,895
Human Services	\$2,149	\$2,249	\$2,222	\$2,531	\$2,873
Military and Veterans Affairs	\$1,507	\$1,340	\$1,706	\$1,950	\$2,203
Fish and Boat Commission	\$1,853	\$1,948	\$2,365	\$1,941	\$2,164
General Services	\$1,151	\$1,365	\$1,637	\$1,598	\$2,141
Conservation and Natural Resources	\$1,820	\$2,102	\$1,877	\$2,120	\$2,085
Health	\$383	\$667	\$1,381	\$1,461	\$2,085
Liquor Control Board	\$1,303	\$1,348	\$1,960	\$1,494	\$1,531
Agriculture	\$1,229	\$1,516	\$1,333	\$1,428	\$1,509
Labor and Industry	\$520	\$752	\$807	\$1,229	\$1,491
Insurance	\$770	\$979	\$1,474	\$1,399	\$1,373
State	\$201	\$370	\$673	\$723	\$1,025
Public School Employees' Retirement System	\$1,067	\$969	\$989	\$1,290	\$1,009
State Employees' Retirement System	\$391	\$204	\$59	\$319	\$686
Public Utility Commission	\$780	\$702	\$518	\$481	\$635
Executive Offices	\$170	\$76	\$96	\$155	\$528
All Other Agencies	\$570	\$394	\$403	\$207	\$223
<b>COMMONWEALTH AVERAGE</b>	<b>\$3,407</b>	<b>\$3,139</b>	<b>\$3,334</b>	<b>\$3,490</b>	<b>\$4,006</b>

<b>b. Total Overtime Expenditure Per Agency</b>					
<b>AGENCY</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
Corrections	\$104,551,810	\$100,566,664	\$99,202,500	\$97,556,762	\$119,253,320
Transportation	\$56,059,833	\$45,452,322	\$52,545,427	\$58,281,755	\$62,287,647
Human Services	\$33,828,416	\$35,996,275	\$35,635,903	\$39,401,577	\$44,326,237
State Police	\$32,353,670	\$26,448,025	\$30,671,352	\$30,940,042	\$33,827,327
Labor and Industry	\$2,435,889	\$3,409,049	\$3,332,623	\$4,888,736	\$5,881,459
Military and Veterans Affairs	\$3,322,644	\$2,996,947	\$3,851,249	\$4,397,622	\$4,948,322
Liquor Control Board	\$3,971,504	\$4,109,750	\$6,063,114	\$4,656,768	\$4,805,496
Conservation and Natural Resources	\$2,444,516	\$2,776,960	\$2,452,694	\$2,689,987	\$2,608,932
Health	\$424,193	\$742,064	\$1,590,101	\$1,630,121	\$2,301,465
Game Commission	\$2,058,957	\$1,461,785	\$1,509,401	\$1,605,624	\$1,970,916
General Services	\$1,040,472	\$1,179,221	\$1,396,102	\$1,329,436	\$1,773,139
Agriculture	\$731,017	\$900,385	\$794,423	\$843,826	\$882,988
Fish and Boat Commission	\$702,421	\$749,916	\$886,838	\$702,487	\$765,902
Executive Offices	\$258,389	\$112,252	\$139,020	\$224,113	\$765,813
State	\$94,077	\$173,717	\$316,916	\$334,840	\$504,396
Emergency Management Agency	\$537,768	\$491,099	\$394,567	\$398,935	\$477,715
Insurance	\$185,636	\$221,146	\$331,586	\$317,531	\$315,720
Public School Employees' Retirement System	\$302,934	\$272,312	\$284,794	\$387,027	\$314,885
Public Utility Commission	\$353,329	\$322,222	\$231,980	\$216,852	\$291,426
State Employees' Retirement System	\$69,167	\$34,429	\$9,855	\$51,335	\$120,760
All Other Agencies	\$4,032,789	\$2,769,383	\$2,814,422	\$1,422,119	\$1,535,264
<b>COMMONWEALTH AVERAGE</b>	<b>\$249,759,431</b>	<b>\$231,185,923</b>	<b>\$244,454,867</b>	<b>\$252,277,495</b>	<b>\$289,959,129</b>

SOURCE/NOTE: Office of Administration, Salary Administration Division. Averages are based on full-time permanent salaried and wage employees. Agencies listed are those using more than an average of \$500 per employee in fiscal year 2018-2019 in overtime.

COMMENTS: Total overtime costs in fiscal year 2018-19 increased by 14.9% from the previous year.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**Fiscal Year 2018-2019**

*Average Paid Leave Days and Costs Usage Per Employee by Union*  
*(GAWFR Table 24)*

Union	Annual Leave Usage		Sick Leave Usage		Total Paid Leave Usage (Annual, Sick, Other Paid Leaves and Holidays)	
	Days	Costs	Days	Costs	Days	Costs
AFSCME (Master Agreement/Memorandum)	17.0*	\$2,835*	10.1*	\$1,634*	41.6*	\$6,714*
- Clerical, Administrative, and Fiscal units	18.0	\$3,157	9.7	\$1,647	40.3	\$6,903
- Maintenance and Trades units	17.1	\$2,856	10.1	\$1,652	40.1	\$6,556
- Human Services units	15.9	\$2,493	10.6	\$1,604	44.5	\$6,685
*Average for all employees in the three categories						
PSCOA (corrections officers)**	22.6	\$5,510	4.8	\$1,266	47.4	\$11,431
SEIU Local 668 (social workers)	18.3	\$3,851	10.3	\$2,130	42.7	\$8,836
PSTA (state police)	14.0	\$5,108	2.9	\$1,001	34.4	\$12,096
SEIU Healthcare PA (nurses, non-supervisory)	17.9	\$5,132	10.0	\$2,742	46.6	\$12,995
UFCW (liquor store clerks)	14.3	\$1,924	8.3	\$1,067	30.7	\$4,038
ISSU (liquor store managers)	19.0	\$3,580	8.1	\$1,551	36.1	\$6,794
CIVEA (corrections education teachers)	16.9	\$3,954	10.4	\$2,398	42.5	\$9,663
FOSCEP (educational and cultural)	18.2	\$4,845	8.8	\$2,282	40.2	\$10,515
OPEIU (nurses, supervisory)	21.3	\$7,299	10.9	\$3,737	46.2	\$15,735
UGSOA (security officers)	16.0	\$2,460	8.4	\$1,240	34.9	\$5,237
PDA (physicians)	18.7	\$10,289	9.9	\$5,365	47.3	\$25,705
FOP (wildlife conservation officers)	15.0	\$3,568	4.0	\$945	39.3	\$9,021
FOP (capitol police officers)	14.8	\$3,771	8.5	\$1,944	40.5	\$9,726
PLEA (liquor enforcement officers)	13.7	\$2,854	6.0	\$1,204	32.6	\$6,690
Non-Union Employees	21.5	\$6,154	8.6	\$2,427	42.8	\$12,148
Management Employees	19.6	\$5,983	9.2	\$2,714	41.8	\$12,530
<b>COMMONWEALTH AVERAGE</b>	<b>18.5</b>	<b>\$4,133</b>	<b>8.4</b>	<b>\$1,863</b>	<b>41.4</b>	<b>\$9,439</b>

SOURCE/NOTE: SAP Wage Type report of payments made and SAP Business Warehouse Reporting System. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees only. Unions representing fewer than 100 employees are not listed. "Other Paid Leaves" include personal, work-related disability, compensatory, administrative, civil, military, educational, and stress leave. Holidays include 11 holidays except for liquor store clerks, liquor store managers (8 holidays for employees hired after October 11, 2016), game conservation officers, nurses and physicians (10 holidays), and state police (12 holidays). Data includes both rank-and-file and supervisory staff, unless otherwise noted.

\*\*This bargaining unit has combined leave, and only sick leave use of more than five consecutive days is recorded as sick leave.

COMMENTS: The lowest average annual leave use was noted in PLEA (liquor enforcement officers) at 13.7 days per employee. The highest average annual leave use was noted in PSCOA (corrections officers) at 22.6 days per employee. The lowest average sick leave use was noted in the PSTA (state police) at 2.9 days per employee. The highest average sick leave use was noted in OPEIU (nurses, supervisory) at 10.9 days per employee. The lowest average of total paid leave use was noted in UFCW (liquor store clerks) at 30.7 days per employee. The highest average of total paid leave use was noted in PSCOA (corrections officers) at 47.4 days per employee.



**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**July 2019**

*Overtime Hours by Agency*  
*5-Year Comparison*  
*Fiscal Years 2014-2015 to 2018-2019*  
*(GAWFR Tables 41a and 41b)*

<b>a. Average Overtime Hours Per Employee</b>					
<b>AGENCY</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
Corrections	195	182	171	167	192
Transportation	167	137	157	171	176
State Police	98	81	94	94	100
Military and Veterans Affairs	78	71	84	89	92
Human Services	76	79	78	84	90
Game Commission	90	67	74	75	89
Liquor Control Board	56	59	91	78	78
Emergency Management Agency	83	76	64	62	75
Fish and Boat Commission	66	67	81	66	74
Conservation and Natural Resources	67	73	68	71	69
General Services	37	45	51	51	64
Agriculture	46	57	51	54	55
Health	12	17	33	33	46
Labor and Industry	16	23	23	35	41
Insurance	18	23	36	35	34
State	6	13	22	23	33
Public School Employees' Retirement System	33	31	32	40	30
State Employees' Retirement System	15	7	2	9	20
Public Utility Commission	23	20	14	13	17
Executive Offices	6	4	4	6	15
All Other Agencies	17	13	13	8	8
<b>COMMONWEALTH AVERAGE</b>	<b>101</b>	<b>93</b>	<b>98</b>	<b>101</b>	<b>110</b>

<b>b. Total Overtime Hours Per Agency</b>					
<b>AGENCY</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
Corrections	2,844,011	2,720,995	2,607,037	2,510,351	2,912,670
Transportation	1,898,098	1,549,186	1,769,011	1,917,317	1,978,250
Human Services	1,198,482	1,261,690	1,245,571	1,303,607	1,394,791
State Police	609,623	511,787	575,214	581,616	626,598
Liquor Control Board	170,113	179,683	280,636	241,660	244,874
Military and Veterans Affairs	172,141	158,995	189,789	201,598	206,512
Labor and Industry	74,111	102,214	96,249	139,007	162,461
Conservation and Natural Resources	90,649	96,311	88,358	90,588	85,906
Game Commission	65,710	47,476	49,374	49,276	58,933
General Services	33,839	39,026	43,763	42,351	53,057
Health	13,272	19,336	37,976	36,563	51,203
Agriculture	27,430	33,861	30,273	32,115	32,203
Fish and Boat Commission	24,984	25,757	30,378	24,026	26,236
Executive Offices	8,535	5,539	6,072	8,493	21,371
State	2,965	6,187	10,393	10,712	16,191
Emergency Management Agency	15,396	14,044	11,403	10,625	12,392
Public School Employees' Retirement System	9,409	8,647	9,332	11,920	9,479
Insurance	4,221	5,247	8,049	7,998	7,710
Public Utility Commission	10,452	9,037	6,216	5,742	7,660
State Employees' Retirement System	2,586	1,144	307	1,461	3,437
All Other Agencies	119,211	89,244	89,402	52,099	55,920
<b>COMMONWEALTH AVERAGE</b>	<b>7,395,238</b>	<b>6,885,406</b>	<b>7,184,803</b>	<b>7,279,125</b>	<b>7,967,854</b>

SOURCE/NOTE: Office of Administration, Salary Administration Division. Averages are based on full-time permanent salaried and wage employees. Agencies listed are those using more than an average of \$500 per employee in fiscal year 2018-2019 in overtime.

COMMENTS: Total overtime hours in fiscal year 2018-19 increased by 9.5% from the previous year. The Department of Corrections utilized the most overtime hours in fiscal year 2018-19, a 16.0% increase from 2017-18.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**July 2019**

*Average Sick Leave Use and Costs Per Employee by Agency*  
*Fiscal Years 2014-2015 to 2018-2019*  
*(GAWFR Table 43)*

Agency	Sick Leave Days					Sick Leave Costs				
	14-15	15-16	16-17	17-18	18-19	14-15	15-16	16-17	17-18	18-19
Aging	10.1	10.1	9.2	9.7	9.0	\$2,501	\$2,472	\$2,254	\$2,431	\$2,324
Agriculture	8.4	8.8	9.4	9.0	8.5	\$1,630	\$1,621	\$1,799	\$1,839	\$1,749
Banking & Securities	9.1	8.7	4.9	8.4	8.1	\$2,153	\$2,064	\$1,193	\$2,175	\$2,171
Civil Service Commission	10.8	10.1	9.3	9.7	8.9	\$2,493	\$2,269	\$2,136	\$2,236	\$2,120
Community and Economic Development	8.9	8.7	8.9	8.8	8.5	\$2,078	\$2,067	\$2,151	\$2,249	\$2,296
Conservation and Natural Resources	8.9	8.7	10.8	9.2	9.0	\$1,728	\$1,831	\$2,148	\$1,884	\$1,903
Corrections*	6.9	6.9	6.8	6.8	6.7	\$1,628	\$1,668	\$1,686	\$1,735	\$1,791
Drug and Alcohol Programs	9.0	9.5	10.3	9.7	10.0	\$1,987	\$2,169	\$2,516	\$2,335	\$2,455
Education	9.5	9.4	9.2	9.1	8.7	\$2,265	\$2,298	\$2,246	\$2,314	\$2,238
Emergency Management Agency	7.3	7.7	8.6	8.6	9.1	\$1,528	\$1,623	\$1,851	\$1,917	\$2,102
Environmental Protection	8.8	8.8	9.0	9.2	9.1	\$2,060	\$2,077	\$2,169	\$2,271	\$2,314
Executive Offices	9.2	11.9	9.2	9.0	9.3	\$2,136	\$2,212	\$2,213	\$2,212	\$2,453
Fish and Boat Commission	9.0	9.3	8.0	8.2	8.3	\$1,763	\$1,530	\$1,652	\$1,637	\$1,735
Game Commission	7.2	7.1	8.9	8.0	6.3	\$1,392	\$1,341	\$1,796	\$1,638	\$1,336
General Services	9.8	9.8	9.4	9.7	9.6	\$1,853	\$1,968	\$1,847	\$2,019	\$2,045
Health	9.2	8.9	9.2	8.6	9.3	\$2,134	\$2,056	\$2,182	\$2,087	\$2,351
Historical and Museum Commission	8.0	8.8	7.8	7.8	7.9	\$1,528	\$1,753	\$1,633	\$1,730	\$1,794
Human Services	10.2	9.2	10.1	10.2	10.1	\$1,879	\$2,128	\$1,881	\$1,950	\$1,963
Insurance	9.3	9.9	8.5	8.8	8.8	\$2,154	\$1,967	\$2,064	\$2,013	\$2,259
Labor and Industry	9.9	8.6	10.1	10.0	9.8	\$1,947	\$1,399	\$2,069	\$2,120	\$2,121
Liquor Control Board	8.0	9.4	8.3	8.3	8.4	\$1,319	\$2,290	\$1,379	\$1,412	\$1,476
Military and Veterans Affairs	9.4	10.5	9.6	9.6	9.7	\$1,527	\$2,545	\$1,554	\$1,634	\$1,675
Milk Marketing Board	8.8	10.3	8.9	12.2	10.8	\$2,047	\$2,037	\$2,168	\$3,013	\$2,847
Municipal Retirement System	7.8	9.1	6.8	7.2	8.2	\$1,509	\$2,139	\$1,465	\$1,366	\$1,799
Probation and Parole Board **	8.9	9.4	8.8	6.5	8.6	\$1,995	\$2,376	\$2,049	\$1,584	\$2,111
Public School Employees' Retirement System	8.9	9.5	7.9	8.3	8.7	\$2,243	\$2,477	\$1,943	\$2,186	\$2,342
Public Utility Commission	8.8	10.0	9.6	9.8	10.2	\$2,260	\$1,914	\$2,554	\$2,738	\$2,840
Revenue	9.8	9.9	10.1	10.2	10.2	\$1,998	\$2,047	\$2,096	\$2,152	\$2,194
State	9.8	9.0	9.1	10.0	9.2	\$2,023	\$1,820	\$1,869	\$2,163	\$2,026
State Employees' Retirement System	8.3	8.6	8.7	8.6	8.6	\$1,909	\$2,002	\$1,997	\$2,115	\$2,171
State Police	4.8	4.7	4.7	4.3	4.3	\$1,248	\$1,257	\$1,238	\$1,137	\$1,156
Transportation	9.4	9.3	9.2	9.2	9.3	\$1,663	\$1,709	\$1,664	\$1,713	\$1,750
<b>COMMONWEALTH AVERAGE</b>	<b>8.6</b>	<b>8.4</b>	<b>8.5</b>	<b>8.4</b>	<b>8.4</b>	<b>\$1,740</b>	<b>\$1,764</b>	<b>\$1,761</b>	<b>\$1,790</b>	<b>\$1,863</b>

SOURCE/NOTE: SAP Wage Type reports of payments made and SAP Business Warehouse Reporting System. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees only. Sick leave includes paid leave for personal and family illness, bereavement, work-related injury, and long-term illness for corrections officers. Most union covered employees earn 11 sick days per leave calendar year. \*Department of Corrections has a combined leave program for corrections officers whereby only sick leave use of more than five consecutive days is recorded as sick leave.

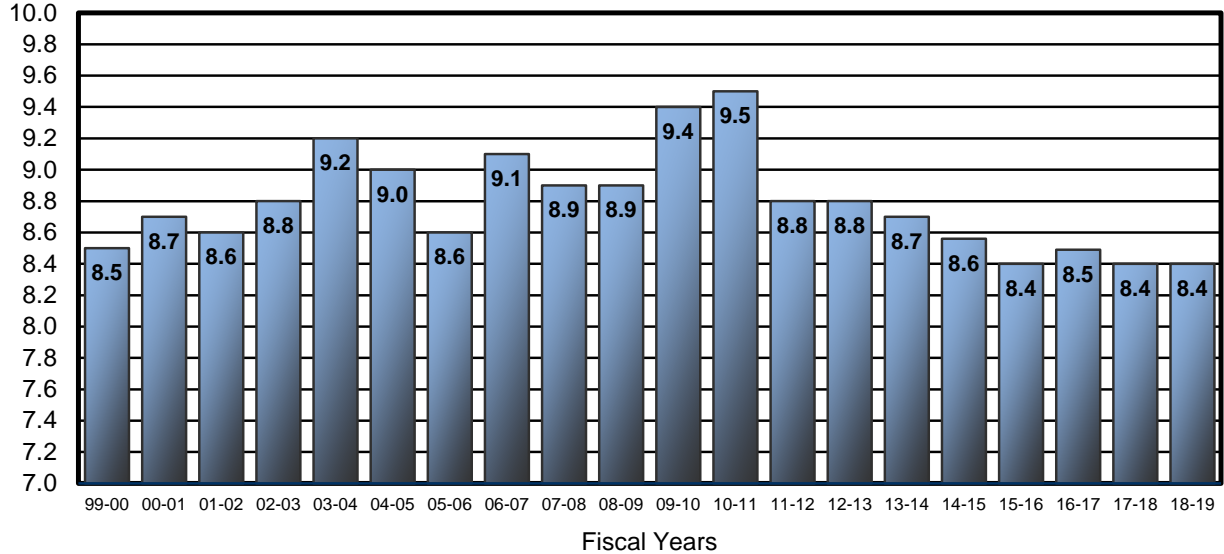
\*\*Average leave usage statistics are reflected for each agency's employees; however, due to a budgetary change in fiscal year 2018-19, Probation and Parole costs are paid from the Department of Corrections budget.

COMMENTS: The average sick leave use for the Commonwealth stayed the same as the prior year. The lowest sick leave use during fiscal year 2018-2019 occurred in State Police (4.3 days); the highest usage occurred at the Milk Marketing Board (10.8 days).

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**July 2019**

*Historical Average Sick Leave Use*  
*Fiscal Year 1999-2000 to Fiscal Year 2018-2019*  
*(GAWFR Table 44)*

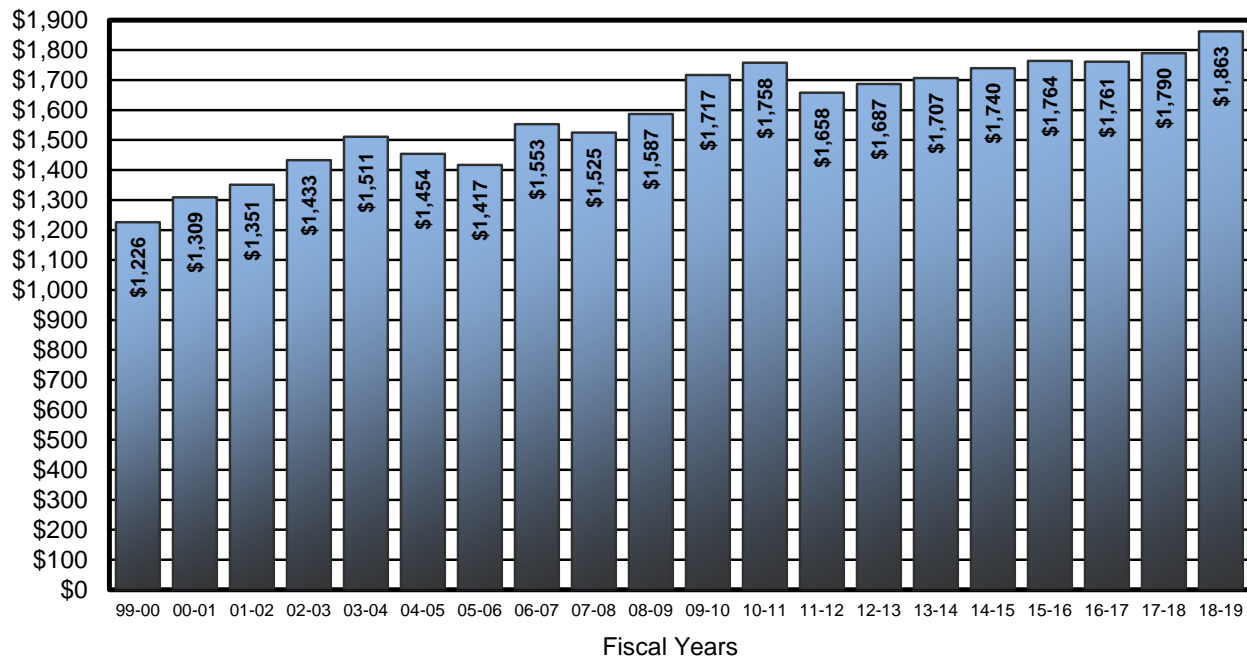
**DAYS PER EMPLOYEE**



SOURCE/NOTE: SAP Business Warehouse Reporting System. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees only. Effective the beginning of the 2012 leave calendar year, the number of sick days employees are eligible to earn was reduced from 13 days to 11 days for most unions.

COMMENTS: Average sick leave usage in fiscal year 2018-2019 remained the same as the prior year.

**COST PER EMPLOYEE**



SOURCE/NOTE: Same as above. Leave costs are determined by multiplying the amount of leave used by the salary of each employee at the time of use divided by the average hours in a day.

COMMENTS: The average sick leave cost per employee in fiscal year 2018-2019 increased from the prior year.

**STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement**  
**Employment by Agency**  
**July 2019**

*Civil Service/Non-Civil Service Filled Salaried Positions by Agency*  
*(GAWFR Table 8)*

Agency	Civil Service		Non-Civil Service		Totals
	Number	Percent	Number	Percent	
Aging	61	76.3%	19	23.8%	80
Agriculture	265	49.0%	276	51.0%	541
Banking and Securities	159	82.8%	33	17.2%	192
Civil Service Commission	11	64.7%	6	35.3%	17
Community and Economic Development	29	10.2%	256	89.8%	285
Conservation and Natural Resources	1,214	97.5%	31	2.5%	1,245
Corrections	12,755	83.3%	2,561	16.7%	15,316
Drug and Alcohol Programs	64	87.7%	9	12.3%	73
Education	386	86.7%	59	13.3%	445
Emergency Management Agency	147	88.0%	20	12.0%	167
Environmental Protection	2,174	93.5%	152	6.5%	2,326
Executive Offices	758	71.6%	825	428.4%	1,583
Fish and Boat Commission	250	71.8%	98	28.2%	348
Game Commission	335	52.2%	307	47.8%	642
General Services	164	19.7%	668	80.3%	832
Health	1,043	94.5%	61	5.5%	1,104
Historical and Museum Commission	74	42.8%	99	57.2%	173
Human Services	14,791	96.0%	615	4.0%	15,406
Insurance	207	84.8%	37	15.2%	244
Labor and Industry	3,563	89.5%	416	10.5%	3,979
Liquor Control Board	3,113	98.2%	57	1.8%	3,170
Military and Veterans Affairs	669	28.6%	1,672	71.4%	2,341
Milk Marketing Board	10	52.6%	9	47.4%	19
Municipal Retirement System	20	83.3%	4	16.7%	24
Probation and Parole Board	1,237	95.7%	55	4.3%	1,292
Public School Employees' Retirement System	244	77.5%	71	22.5%	315
Public Utility Commission	373	80.2%	92	19.8%	465
Revenue	446	25.0%	1,339	75.0%	1,785
State	288	57.9%	209	42.1%	497
State Employees' Retirement System	139	76.0%	44	24.0%	183
State Police	350	5.7%	5,812	94.3%	6,162
Transportation	4,288	38.4%	6,890	61.6%	11,178
<b>COMMONWEALTH TOTAL</b>	<b>49,627</b>	<b>68.5%</b>	<b>22,802</b>	<b>31.5%</b>	<b>72,429</b>

SOURCE: Office of Administration | HR Service Center | IRIS.

NOTE: Includes full-time and part-time filled salaried positions. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

COMMENTS: The percentage of civil service and non-civil service positions remained consistent with the previous year. The Departments of Human Services, Corrections, and Labor and Industry employ nearly two-thirds of all civil service workers. The Departments of Transportation and State Police employ over half of all non-civil service workers.

**STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement**  
**Hires and Separations**  
**Fiscal Year 2018 - 2019**

*Hires and Separations*  
*(GAWFR Table - None)*

Agency	Separations	Hires	Net Change
Aging	6	1	-5
Agriculture	59	37	-22
Banking and Securities	13	13	0
Civil Service Commission	5	2	-3
Community and Economic Development	22	19	-3
Conservation and Natural Resources	93	23	-70
Corrections	1,338	1,425	87
Drug and Alcohol Programs	4	2	-2
Education	39	37	-2
Emergency Management Agency	9	15	6
Environmental Protection	176	126	-50
Executive Offices	137	104	-33
Fish and Boat Commission	24	13	-11
Game Commission	38	18	-20
General Services	69	63	-6
Health	122	92	-30
Historical and Museum Commission	9	10	1
Human Services	1,586	1,371	-215
Insurance	19	33	14
Labor and Industry	327	272	-55
Liquor Control Board	321	55	-266
Military and Veterans Affairs	376	313	-63
Milk Marketing Board	1	0	-1
Municipal Retirement System	1	2	1
Probation and Parole Board	86	51	-35
Public School Employees' Retirement System	23	19	-4
Public Utility Commission	37	19	-18
Revenue	151	92	-59
State	39	68	29
State Employees' Retirement System	8	14	6
State Police	316	76	-240
Transportation	1,108	681	-427
<b>COMMONWEALTH TOTALS</b>	<b>6,562</b>	<b>5,066</b>	<b>-1,496</b>

SOURCE: Office of Administration | HR Service Center | IRIS.

NOTE: Includes full-time permanent salaried employees. The "Hires" column includes regular appointments, reinstatements from resignation, and reinstatements from adjudication, but excludes returns from furlough. Excludes Intermittent Liquor Store Clerks and Pennsylvania State Police cadets appointed during fiscal year 2018-2019, since these employees are hired in wage positions and then upon promotion become salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

COMMENTS: This fiscal year 6,562 employees separated and 5,066 were hired for a net decrease of 1,496 employees as compared to a net decrease of 2,452 employees for the previous year.

**STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement**  
**Separation Trends**  
**Fiscal Years 2003-2004 to 2018-2019**

*Historical Trend of Commonwealth Separations*  
*(GAWFR Table 28)*

Fiscal Year		Retirements	Resignations	Furloughs	Other Separations	Total Separations
<b>2003-2004</b>	Number	6,153	1,351	2	540	8,046
	Rate	8.1%	1.8%	0.0%	0.7%	10.6%
<b>2004-2005</b>	Number	4,269	1,652	22	584	6,527
	Rate	5.6%	2.2%	0.0%	0.8%	8.5%
<b>2005-2006</b>	Number	2,040	1,714	-3	591	4,342
	Rate	2.6%	2.2%	0.0%	0.8%	5.5%
<b>2006-2007</b>	Number	6,581	1,714	-2	591	8,884
	Rate	8.6%	2.2%	0.0%	0.8%	11.6%
<b>2007-2008</b>	Number	2,522	1,729	-2	628	4,877
	Rate	3.3%	2.2%	0.0%	0.8%	6.3%
<b>2008-2009</b>	Number	2,750	1,286	133	574	4,743
	Rate	3.6%	1.7%	0.2%	0.7%	6.2%
<b>2009-2010</b>	Number	3,274	1,098	195	596	5,163
	Rate	4.3%	1.4%	0.3%	0.8%	6.8%
<b>2010-2011</b>	Number	5,095	1,246	111	573	7,025
	Rate	6.9%	1.7%	0.2%	0.8%	9.5%
<b>2011-2012</b>	Number	2,887	1,224	-16	496	4,591
	Rate	3.9%	1.6%	0.0%	0.7%	6.2%
<b>2012-2013</b>	Number	3,815	1,312	152	530	5,809
	Rate	5.3%	1.8%	0.2%	0.7%	8.0%
<b>2013-2014</b>	Number	3,770	1,273	-68	532	5,507
	Rate	5.2%	1.8%	-0.1%	0.7%	7.6%
<b>2014-2015</b>	Number	4,215	1,464	-12	638	6,305
	Rate	5.8%	2.0%	0.0%	0.9%	8.7%
<b>2015-2016</b>	Number	3,732	1,608	0	582	5,922
	Rate	5.1%	2.2%	0.0%	0.8%	8.1%
<b>2016-2017</b>	Number	3,620	1,940	115	564	6,239
	Rate	5.0%	2.7%	0.2%	0.8%	8.6%
<b>2017-2018</b>	Number	3,471	2,005	-27	564	6,013
	Rate	4.8%	2.8%	0.0%	0.8%	8.4%
<b>2018-2019</b>	Number	3,617	2,342	21	565	6,545
	Rate	5.0%	3.2%	0.0%	0.8%	9.1%

SOURCE: Office of Administration | HR Service Center | IRIS.

NOTE: Includes full-time permanent salaried employees. Excludes inter-agency transfers. Other separations include dismissals and deaths. The furlough and total separation counts displayed have been reduced by any returns (employees recalled from furlough status). Previous years' furlough and total separation counts have been updated to reflect returns from furlough. Negative furlough counts represent a year when the number of employees furloughed during that year was less than the number of employees who returned from previous furloughs.

COMMENTS: The commonwealth's overall separation rate increased slightly compared to the previous fiscal year, primarily due to an increase in the number of resignations and retirements.

**STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement**  
**Leave Usage - Paid**  
**Fiscal Year 2018 - 2019**

*Total Paid Leave Days and Cost Per Employee  
(GAWFR Table 45)*

Agency	Annual Avg Days	Annual Avg Cost	Holiday Avg Days	Holiday Avg Cost	Sick Avg Days	Sick Avg Cost	Personal Avg Days	Personal Avg Cost	Other Avg Days	Other Avg Cost
<b>Commonwealth Average</b>	<b>18.5</b>	<b>\$4,313</b>	<b>10.3</b>	<b>\$2,331</b>	<b>8.4</b>	<b>\$1,863</b>	<b>0.2</b>	<b>\$77</b>	<b>4.2</b>	<b>\$895</b>
Aging	18.1	\$4,857	10.8	\$2,762	9.0	\$2,324	0.0	\$0	0.4	\$93
Agriculture	17.8	\$3,793	10.4	\$2,087	8.5	\$1,749	0.0	\$0	1.5	\$299
Banking and Securities	18.2	\$5,050	10.9	\$1,552	8.1	\$2,171	0.0	\$0	0.4	\$99
Civil Service Commission	21.0	\$5,334	11.1	\$2,265	8.9	\$2,120	0.0	\$0	0.8	\$198
Community and Economic Development	17.8	\$5,038	10.8	\$2,717	8.5	\$2,296	0.0	\$0	0.1	\$24
Conservation and Natural Resources	19.3	\$4,319	10.8	\$2,633	9.1	\$1,903	1.6	\$345	1.8	\$341
Corrections*	21.3	\$5,347	9.8	\$2,267	6.7	\$1,791	0.0	\$0	8.5	\$2,035
Drug and Alcohol Programs	19.0	\$4,933	10.8	\$2,691	10.0	\$2,455	0.0	\$0	1.0	\$231
Education	17.4	\$4,632	10.8	\$2,854	8.7	\$2,238	0.0	\$0	0.6	\$158
Emergency Management Agency	18.2	\$4,363	10.6	\$2,520	9.1	\$2,102	0.0	\$0	2.1	\$461
Environmental Protection	19.9	\$5,288	10.9	\$2,742	9.1	\$2,314	0.0	\$0	0.5	\$118
Executive Offices	19.5	\$5,446	10.9	\$2,953	9.3	\$2,453	0.0	\$0	1.4	\$365
Fish and Boat Commission	18.7	\$4,068	10.3	\$2,111	8.3	\$1,735	0.0	\$0	6.5	\$1,311
Game Commission	17.9	\$3,946	10.3	\$2,130	6.3	\$1,336	0.9	\$198	3.0	\$665
General Services	18.8	\$4,171	10.5	\$2,253	9.6	\$2,045	0.0	\$0	1.5	\$303
Health	18.5	\$4,785	10.6	\$2,646	9.3	\$2,351	0.0	\$0	1.2	\$313
Historical and Museum Commission	19.1	\$4,533	10.5	\$2,412	7.9	\$1,796	0.0	\$0	2.5	\$564
Human Services	17.9	\$3,629	10.1	\$1,869	10.1	\$1,963	0.0	\$0	6.5	\$1,160
Insurance	17.5	\$4,977	10.8	\$2,618	8.8	\$2,259	0.0	\$0	0.8	\$182
Labor and Industry	18.8	\$4,203	10.8	\$2,207	9.8	\$2,121	0.0	\$0	4.2	\$900
Liquor Control Board	16.6	\$3,083	8.8	\$1,475	8.4	\$1,476	0.0	\$0	0.2	\$42
Military and Veterans Affairs	16.3	\$2,942	9.8	\$1,546	9.7	\$1,675	0.0	\$0	0.9	\$183
Milk Marketing Board	19.5	\$5,114	11.1	\$2,285	10.8	\$2,847	0.0	\$0	4.1	\$920
Municipal Retirement System	13.6	\$3,089	10.8	\$2,301	8.3	\$1,799	0.0	\$0	3.4	\$754
Probation and Parole Board*	17.0	\$4,200	10.5	\$2,248	8.6	\$2,111	0.0	\$0	4.7	\$1,073
Public School Employees' Retirement System	19.3	\$6,027	10.9	\$3,000	8.7	\$2,342	0.0	\$0	0.6	\$139
Public Utility Commission	18.8	\$5,487	11.0	\$2,915	10.2	\$2,840	0.0	\$0	1.7	\$452
Revenue	19.2	\$4,291	10.9	\$2,183	10.2	\$2,194	0.0	\$0	0.6	\$113
State	16.9	\$3,831	10.7	\$2,169	9.2	\$2,026	0.0	\$0	3.1	\$706
State Employees' Retirement System	17.6	\$4,774	10.9	\$2,673	8.6	\$2,171	0.0	\$0	0.6	\$131
State Police	14.6	\$4,550	11.0	\$3,187	4.3	\$1,156	2.7	\$279	2.0	\$625
Transportation	17.9	\$3,634	10.6	\$1,957	9.3	\$1,750	0.0	\$0	2.0	\$360

SOURCE/NOTE: SAP Wage Type report of payments made and SAP Business Warehouse Reporting System. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees only. Leave costs are determined by multiplying the amount of leave used by the salary of each employee at the time of use. Most employees receive 11 holidays per year. In January 2017, personal leave was eliminated and combined with annual leave for most employees. This change resulted in increased annual earnings of 4 days per year. As a result, personal leave usage only occurred in unions that continued to earn it in this fiscal year. Most union covered employees earn 11 sick days per leave calendar year. Other leaves include compensatory, administrative, civil, military, educational, work-related injury disability, and stress leave.

\*Average leave usage statistics are reflected for each agency's employees; however, due to a budgetary change in fiscal year 2018-19, Probation and Parole costs are paid from the Department of Corrections budget.

COMMENTS: Commonwealth employees used an average of 41.6 days of paid leave, including paid holidays, during fiscal year 2018-19. This is a slight increase from an average of 41.5 days of leave from the previous fiscal year.



**STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement**  
**July 2019**

*Filled Salaried and Wage Employees by Agency*  
*July 2018 and 2019*  
*(GAWFR Table 4)*

Agency	2018		2019		Difference	
	Salaried	Wage	Salaried	Wage	Salaried	Wage
Aging	84	1	80	1	-4	0
Agriculture	544	287	541	312	-3	25
Banking and Securities	191	1	192	1	1	0
Civil Service Commission	80	72	17	53	-63	-19
Community and Economic Development	284	7	285	9	1	2
Conservation and Natural Resources	1,247	1,039	1,245	1,011	-2	-28
Corrections	15,201	83	15,316	95	115	12
Drug and Alcohol Programs	65	1	73	0	8	-1
Education	427	57	445	54	18	-3
Emergency Management Agency	165	196	167	204	2	8
Environmental Protection	2,330	33	2,326	33	-4	0
Executive Offices	1,545	240	1,583	232	38	-8
Fish And Boat Commission	354	52	348	53	-6	1
Game Commission	619	81	642	48	23	-33
General Services	823	6	832	6	9	0
Health	1,093	95	1,104	111	11	16
Historical and Museum Commission	173	25	173	22	0	-3
Human Services	15,444	490	15,406	458	-38	-32
Insurance	224	2	244	2	20	0
Labor and Industry	3,942	165	3,979	192	37	27
Liquor Control Board	3,126	2,164	3,170	2,122	44	-42
Military and Veterans Affairs	2,386	56	2,341	52	-45	-4
Milk Marketing Board	20	0	19	0	-1	0
Municipal Retirement System	23	0	24	0	1	0
Probation and Parole Board	1,285	6	1,292	6	7	0
Public School Employees' Retirement System	310	2	315	3	5	1
Public Utility Commission	466	14	465	12	-1	-2
Revenue	1,790	186	1,785	132	-5	-54
State	468	41	497	48	29	7
State Employees' Retirement System	159	3	183	3	24	0
State Police	5,982	200	6,162	208	180	8
Transportation	11,224	300	11,178	330	-46	30
<b>COMMONWEALTH TOTAL</b>	<b>72,074</b>	<b>5,905</b>	<b>72,429</b>	<b>5,813</b>	<b>355</b>	<b>-92</b>

NOTE: Includes full-time and part-time filled salaried and wage positions. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission. Data as of July 1 of each year.



**STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement**  
**July 2019**

*Historical Separation Rates by Agency  
(GAWFR Table 29)*

Agency	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Aging	8.4%	9.7%	12.9%	8.3%	7.5%
Agriculture	10.2%	7.0%	5.6%	6.6%	10.9%
Banking and Securities	7.0%	13.1%	8.1%	7.9%	6.8%
Civil Service Commission	10.2%	6.4%	11.8%	7.5%	29.4%
Community and Economic Development	16.1%	12.0%	7.2%	7.4%	7.7%
Conservation and Natural Resources	6.6%	6.8%	5.8%	6.2%	7.5%
Corrections	6.5%	7.4%	7.9%	7.4%	8.7%
Drug and Alcohol Programs	12.7%	13.6%	9.5%	12.5%	5.5%
Education	9.6%	8.5%	9.6%	8.7%	8.8%
Emergency Management Agency	7.1%	7.2%	9.7%	12.1%	5.4%
Environmental Protection	8.5%	6.6%	6.1%	6.8%	7.6%
Executive Offices	12.4%	9.0%	7.6%	8.2%	8.7%
Fish and Boat Commission	8.3%	6.7%	5.9%	7.3%	6.9%
Game Commission	7.4%	4.8%	5.9%	6.5%	5.9%
General Services	8.0%	10.6%	7.5%	9.6%	8.3%
Health	11.8%	10.3%	9.3%	9.1%	11.1%
Historical and Museum Commission	5.9%	7.3%	9.1%	7.6%	5.2%
Human Services	10.7%	9.1%	9.3%	9.2%	10.3%
Insurance	13.8%	10.7%	6.6%	7.6%	7.8%
Labor and Industry	10.2%	9.0%	18.6%	8.7%	8.2%
Liquor Control Board	9.1%	9.1%	10.2%	10.0%	10.1%
Military and Veterans Affairs	13.7%	13.0%	14.4%	16.0%	16.8%
Milk Marketing Board	8.7%	0.0%	0.0%	20.0%	5.3%
Municipal Retirement System	21.4%	12.0%	7.7%	13.0%	4.2%
Probation and Parole Board	7.1%	6.1%	6.9%	6.8%	6.7%
Public School Employees' Retirement System	7.1%	10.6%	6.7%	6.8%	7.3%
Public Utility Commission	8.7%	7.9%	9.2%	6.5%	8.0%
Revenue	9.8%	8.4%	8.1%	7.7%	8.5%
State	12.7%	7.0%	6.3%	12.0%	7.9%
State Employees' Retirement System	11.6%	12.8%	6.0%	11.9%	4.4%
State Police	5.1%	6.0%	8.9%	6.6%	5.1%
Transportation	8.4%	7.5%	7.2%	8.4%	9.9%
<b>COMMONWEALTH AVERAGE *</b>	<b>8.7%</b>	<b>8.1%</b>	<b>8.9%</b>	<b>8.4%</b>	<b>9.1%</b>

NOTE: All years include full-time permanent salaried employees. Excludes temporary or emergency employees as well as reinstatements to the same or other agency and inter-agency transfers. Agency separation rates are based on the total number of separations and filled positions per agency. \*Commonwealth average is based on the total number of separations and filled positions. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Environmental Hearing Board, and the Pennsylvania Human Relations Commission.

COMMENTS: Separation rates increased slightly from the prior fiscal year due to increases in the numbers of resignations and retirements.

**STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement**  
**July 2019**

*Voluntary Separations During First Five Years of Service by Agency*  
*Fiscal Year 2018 - 2019*  
*(GAWFR Table 30)*

Agency	0-1		1-3		3-5		Total	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Aging	0	0.0%	1	1.3%	0	0.0%	1	1.3%
Agriculture	5	0.9%	9	1.7%	2	0.4%	16	3.0%
Banking and Securities	0	0.0%	2	1.0%	0	0.0%	2	1.0%
Civil Service Commission	0	0.0%	0	0.0%	1	5.9%	1	5.9%
Community and Economic Development	2	0.7%	2	0.7%	4	1.4%	8	2.8%
Conservation and Natural Resources	2	0.2%	1	0.1%	3	0.2%	6	0.5%
Corrections	228	1.5%	102	0.7%	86	0.6%	416	2.8%
Drug and Alcohol Programs	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Education	2	0.4%	4	0.9%	3	0.7%	9	2.0%
Emergency Management Agency	0	0.0%	2	1.2%	2	1.2%	4	2.4%
Environmental Protection	7	0.3%	11	0.5%	15	0.6%	33	1.4%
Executive Offices	13	0.8%	13	0.8%	13	0.8%	39	2.4%
Fish and Boat Commission	1	0.3%	2	0.6%	0	0.0%	3	0.9%
Game Commission	0	0.0%	0	0.0%	3	0.5%	3	0.5%
General Services	9	1.1%	8	1.0%	6	0.7%	23	2.8%
Health	16	1.5%	18	1.6%	10	0.9%	44	4.0%
Historical and Museum Commission	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Human Services	212	1.4%	193	1.3%	150	1.0%	555	3.7%
Insurance	2	0.8%	1	0.4%	3	1.2%	6	2.4%
Labor and Industry	23	0.6%	37	0.9%	24	0.6%	84	2.1%
Liquor Control Board	14	0.4%	41	1.3%	25	0.8%	80	2.5%
Military and Veterans Affairs	102	4.6%	54	2.4%	30	1.3%	186	8.3%
Milk Marketing Board	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Municipal Retirement System	0	0.0%	0	0.0%	1	4.2%	1	4.2%
Probation And Parole Board	6	0.5%	9	0.7%	6	0.5%	21	1.7%
Public School Employees' Retirement System	1	0.3%	2	0.6%	3	1.0%	6	1.9%
Public Utility Commission	2	0.4%	2	0.4%	4	0.9%	8	1.7%
Revenue	11	0.6%	16	0.9%	12	0.7%	39	2.2%
State	6	1.2%	2	0.4%	6	1.2%	14	2.8%
State Employees' Retirement System	0	0.0%	1	0.5%	0	0.0%	1	0.5%
State Police	17	0.3%	23	0.4%	15	0.2%	55	0.9%
Transportation	136	1.2%	135	1.2%	88	0.8%	359	3.2%
<b>COMMONWEALTH TOTAL</b>	<b>817</b>	<b>1.1%</b>	<b>691</b>	<b>1.0%</b>	<b>515</b>	<b>0.7%</b>	<b>2,023</b>	<b>2.8%</b>

NOTE: The percentage rate shown is based on the number of actions as compared to full-time, permanent salaried employees per agency. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission.

COMMENTS: Only 2.8% of all Commonwealth employees voluntarily separate in their first five years of service. Most employees who voluntarily separated left within the 0-1 year range.

**STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement**  
**July 2019**

*Placement by Type and Agency*  
*Fiscal Year 2018-2019*  
*Full-Time Salaried Employees*  
*(GAWFR Table 35)*

Agency	New Hire		Transfer		Promotion		Other	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Aging	1	1.3%	11	13.8%	11	13.8%	0	0.0%
Agriculture	27	5.0%	28	5.2%	33	6.1%	10	1.9%
Banking and Securities	11	5.7%	13	6.8%	14	7.3%	2	1.0%
Civil Service Commission	1	5.9%	8	47.1%	5	29.4%	1	5.9%
Community and Economic Development	15	5.3%	25	8.8%	26	9.2%	4	1.4%
Conservation and Natural Resources	19	1.5%	112	9.0%	81	6.5%	4	0.3%
Corrections	1,259	8.2%	1,706	11.1%	862	5.6%	166	1.1%
Drug and Alcohol Programs	2	2.7%	19	26.0%	12	16.4%	0	0.0%
Education	27	6.1%	50	11.2%	56	12.6%	10	2.3%
Emergency Management Agency	12	7.2%	11	6.6%	22	13.2%	3	1.8%
Environmental Protection	100	4.3%	192	8.3%	168	7.2%	26	1.1%
Executive Offices	89	5.6%	157	9.9%	182	11.5%	15	1.0%
Fish and Boat Commission	10	2.9%	27	7.8%	18	5.2%	3	0.9%
Game Commission	11	1.7%	67	10.4%	58	9.0%	7	1.1%
General Services	57	6.9%	44	5.3%	50	6.0%	6	0.7%
Health	73	6.6%	119	10.8%	106	9.6%	19	1.7%
Historical and Museum Commission	8	4.7%	4	2.3%	2	1.2%	2	1.2%
Human Services	1,164	7.6%	762	5.0%	1026	6.7%	207	1.4%
Insurance	26	10.7%	17	7.0%	24	9.8%	7	2.9%
Labor and Industry	230	5.8%	262	6.6%	299	7.5%	42	1.1%
Liquor Control Board	42	1.3%	1,119	35.3%	533	16.8%	13	0.4%
Military and Veterans Affairs	262	11.7%	357	15.9%	99	4.4%	51	2.3%
Milk Marketing Board	0	0.0%	0	0.0%	1	5.3%	0	0.0%
Municipal Retirement System	0	0.0%	3	12.5%	4	16.7%	2	8.3%
Probation and Parole Board	44	3.4%	192	14.9%	60	4.6%	7	0.5%
Public School Employees' Retirement System	14	4.4%	32	10.2%	40	12.7%	5	1.6%
Public Utility Commission	18	3.9%	37	8.0%	59	12.7%	1	0.2%
Revenue	76	4.3%	187	10.5%	132	7.4%	16	0.9%
State	57	11.5%	60	12.1%	62	12.5%	11	2.2%
State Employees' Retirement System	13	7.1%	36	19.7%	29	15.9%	1	0.6%
State Police	70	1.1%	1,353	22.0%	610	9.9%	6	0.1%
Transportation	451	4.0%	550	4.9%	853	7.6%	230	2.1%
<b>COMMONWEALTH TOTALS</b>	<b>4,189</b>	<b>5.8%</b>	<b>7,560</b>	<b>10.5%</b>	<b>5,537</b>	<b>7.7%</b>	<b>877</b>	<b>1.2%</b>

NOTE: The percentage rate shown is based on the number of actions as compared to full-time permanent salaried employees. Transfers include transfers between organizations and transfers between agencies. Other placement actions include dual hires, rehires, reassignments, and demotions which are not a result of reclassification. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission.

COMMENTS: Across the Commonwealth, the largest percentage of placement actions for fiscal year 2018-2019 are from transfers.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**Diversity by Agency (1 of 3)**  
**Fiscal Year 2018 - 2019**

*Employment by Agency, Minority Group and Gender*  
*(GAWFR Table 16)*

Agency	Year	Non-Minority						Minority				Undisclosed			
		Male		Female		Undeclared		Male		Female		Male		Female	
		Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc
Aging	July 2018	22	26.2%	48	57.1%	0	0.0%	3	3.6%	11	13.1%	0	0.0%	0	0.0%
	July 2019	19	23.8%	48	60.0%	0	0.0%	4	5.0%	9	11.3%	0	0.0%	0	0.0%
Agriculture	July 2018	285	52.4%	202	37.1%	0	0.0%	34	6.3%	19	3.5%	2	0.4%	2	0.4%
	July 2019	270	50.1%	206	38.2%	0	0.0%	35	6.5%	24	4.5%	2	0.4%	2	0.4%
Banking and Securities	July 2018	79	41.4%	89	46.6%	0	0.0%	8	4.2%	9	4.7%	2	1.0%	4	2.1%
	July 2019	82	42.7%	84	43.8%	0	0.0%	10	5.2%	11	5.7%	1	0.5%	4	2.1%
Civil Service Commission	July 2018	15	18.8%	53	66.3%	0	0.0%	5	6.3%	7	8.8%	0	0.0%	0	0.0%
	July 2019	6	35.3%	10	58.8%	0	0.0%	1	5.9%	0	0.0%	0	0.0%	0	0.0%
Community and Economic Development	July 2018	112	39.4%	135	47.5%	0	0.0%	9	3.2%	26	9.2%	0	0.0%	2	0.7%
	July 2019	114	40.1%	131	46.1%	0	0.0%	9	3.2%	28	9.9%	0	0.0%	2	0.7%
Conservation and Natural Resources	July 2018	885	71.0%	320	25.7%	0	0.0%	20	1.6%	16	1.3%	3	0.2%	3	0.2%
	July 2019	879	70.6%	320	25.7%	0	0.0%	20	1.6%	16	1.3%	4	0.3%	6	0.5%
Corrections	July 2018	9,973	65.6%	3,332	21.9%	0	0.0%	1,174	7.7%	675	4.4%	26	0.2%	18	0.1%
	July 2019	9,919	64.8%	3,428	22.4%	0	0.0%	1,206	7.9%	715	4.7%	27	0.2%	20	0.1%
Drug and Alcohol Programs	July 2018	14	21.9%	41	64.1%	0	0.0%	4	6.3%	5	7.8%	0	0.0%	0	0.0%
	July 2019	14	19.2%	45	61.6%	0	0.0%	6	8.2%	8	11.0%	0	0.0%	0	0.0%
Education	July 2018	129	30.2%	233	54.6%	0	0.0%	16	3.7%	47	11.0%	1	0.2%	1	0.2%
	July 2019	138	31.0%	235	52.8%	0	0.0%	19	4.3%	51	11.5%	1	0.2%	1	0.2%
Emergency Management Agency	July 2018	100	60.6%	53	32.1%	0	0.0%	4	2.4%	7	4.2%	1	0.6%	0	0.0%
	July 2019	101	60.5%	51	30.5%	0	0.0%	6	3.6%	8	4.8%	1	0.6%	0	0.0%
Environmental Protection	July 2018	1,432	61.6%	717	30.8%	0	0.0%	97	4.2%	77	3.3%	2	0.1%	1	0.0%
	July 2019	1,414	60.9%	725	31.2%	0	0.0%	101	4.3%	78	3.4%	3	0.1%	1	0.0%
Executive Offices	July 2018	587	38.0%	663	43.0%	0	0.0%	97	6.3%	173	11.2%	10	0.6%	13	0.8%
	July 2019	575	36.4%	698	44.2%	0	0.0%	108	6.8%	183	11.6%	5	0.3%	10	0.6%
Fish and Boat Commission	July 2018	285	80.5%	60	16.9%	0	0.0%	3	0.8%	6	1.7%	0	0.0%	0	0.0%
	July 2019	274	78.7%	63	18.1%	0	0.0%	2	0.6%	9	2.6%	0	0.0%	0	0.0%

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**Diversity by Agency (2 of 3)**  
**Fiscal Year 2018 - 2019**

*Employment by Agency, Minority Group and Gender*  
*(GAWFR Table 16 - continued)*

Agency	Year	Non-Minority						Minority				Undisclosed			
		Male		Female		Undeclared		Male		Female		Male		Female	
		Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc
Game Commission	July 2018	518	83.7%	96	15.5%	0	0.0%	3	0.5%	2	0.3%	0	0.0%	0	0.0%
	July 2019	540	84.1%	94	14.6%	0	0.0%	5	0.8%	3	0.5%	0	0.0%	0	0.0%
General Services	July 2018	483	58.7%	165	20.0%	0	0.0%	103	12.5%	71	8.6%	0	0.0%	1	0.1%
	July 2019	482	57.9%	165	19.8%	0	0.0%	107	12.9%	75	9.0%	2	0.2%	1	0.1%
Health	July 2018	289	26.5%	630	57.7%	0	0.0%	46	4.2%	110	10.1%	6	0.5%	10	0.9%
	July 2019	290	26.3%	637	57.8%	0	0.0%	50	4.5%	111	10.1%	5	0.5%	10	0.9%
Historical and Museum Commission	July 2018	91	52.9%	70	40.7%	0	0.0%	8	4.7%	3	1.7%	0	0.0%	0	0.0%
	July 2019	91	52.9%	72	41.9%	0	0.0%	6	3.5%	3	1.7%	0	0.0%	0	0.0%
Human Services	July 2018	4,043	26.3%	7,684	50.0%	0	0.0%	912	5.9%	2,700	17.6%	5	0.0%	31	0.2%
	July 2019	3,966	25.8%	7,562	49.3%	1	0.0%	944	6.1%	2,843	18.5%	6	0.0%	31	0.2%
Insurance	July 2018	90	40.2%	99	44.2%	0	0.0%	14	6.3%	20	8.9%	1	0.4%	0	0.0%
	July 2019	103	42.2%	99	40.6%	0	0.0%	17	7.0%	24	9.8%	1	0.4%	0	0.0%
Labor and Industry	July 2018	1,400	35.6%	2,024	51.4%	0	0.0%	154	3.9%	360	9.1%	0	0.0%	0	0.0%
	July 2019	1,418	35.7%	2,033	51.1%	0	0.0%	159	4.0%	366	9.2%	0	0.0%	1	0.0%
Liquor Control Board	July 2018	1,389	44.4%	1,085	34.7%	0	0.0%	249	8.0%	388	12.4%	8	0.3%	7	0.2%
	July 2019	1,415	44.6%	1,083	34.2%	0	0.0%	264	8.3%	384	12.1%	14	0.4%	10	0.3%
Military and Veterans Affairs	July 2018	778	34.4%	922	40.8%	0	0.0%	147	6.5%	402	17.8%	7	0.3%	3	0.1%
	July 2019	783	35.0%	894	39.9%	0	0.0%	147	6.6%	406	18.1%	6	0.3%	3	0.1%
Milk Marketing Board	July 2018	15	75.0%	4	20.0%	0	0.0%	0	0.0%	0	0.0%	1	5.0%	0	0.0%
	July 2019	14	73.7%	4	21.1%	0	0.0%	0	0.0%	0	0.0%	1	5.3%	0	0.0%
Municipal Retirement System	July 2018	9	39.1%	9	39.1%	0	0.0%	1	4.3%	2	8.7%	1	4.3%	1	4.3%
	July 2019	8	33.3%	9	37.5%	0	0.0%	2	8.3%	3	12.5%	1	4.2%	1	4.2%
Probation and Parole Board	July 2018	617	48.0%	440	34.2%	0	0.0%	96	7.5%	132	10.3%	0	0.0%	0	0.0%
	July 2019	612	47.4%	429	33.2%	0	0.0%	105	8.1%	146	11.3%	0	0.0%	0	0.0%

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**Diversity by Agency (3 of 3)**  
**Fiscal Year 2018 - 2019**

*Employment by Agency, Minority Group and Gender*  
*(GAWFR Table 16 - continued)*

Agency	Year	Non-Minority						Minority				Undisclosed			
		Male		Female		Undeclared		Male		Female		Male		Female	
		Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc
Public School Employees' Retirement System	July 2018	130	41.9%	139	44.8%	0	0.0%	14	4.5%	27	8.7%	0	0.0%	0	0.0%
	July 2019	138	43.8%	132	41.9%	0	0.0%	14	4.4%	31	9.8%	0	0.0%	0	0.0%
Public Utility Commission	July 2018	220	47.3%	157	33.8%	0	0.0%	30	6.5%	41	8.8%	11	2.4%	6	1.3%
	July 2019	209	45.0%	150	32.3%	0	0.0%	29	6.3%	40	8.6%	27	5.8%	9	1.9%
Revenue	July 2018	766	42.9%	617	34.5%	0	0.0%	135	7.6%	262	14.7%	3	0.2%	3	0.2%
	July 2019	747	42.0%	608	34.2%	0	0.0%	139	7.8%	279	15.7%	3	0.2%	3	0.2%
State	July 2018	169	36.1%	219	46.8%	0	0.0%	27	5.8%	51	10.9%	1	0.2%	1	0.2%
	July 2019	187	37.7%	221	44.6%	0	0.0%	25	5.0%	60	12.1%	2	0.4%	1	0.2%
State Employees' Retirement System	July 2018	54	34.0%	78	49.1%	0	0.0%	5	3.1%	22	13.8%	0	0.0%	0	0.0%
	July 2019	61	33.3%	88	48.1%	0	0.0%	9	4.9%	24	13.1%	1	0.5%	0	0.0%
State Police	July 2018	4,410	73.7%	1,122	18.8%	0	0.0%	327	5.5%	123	2.1%	0	0.0%	0	0.0%
	July 2019	4,553	73.9%	1,145	18.6%	0	0.0%	333	5.4%	131	2.1%	0	0.0%	0	0.0%
Transportation	July 2018	8,522	76.0%	1,540	13.7%	0	0.0%	583	5.2%	507	4.5%	51	0.5%	13	0.1%
	July 2019	8,401	75.2%	1,565	14.0%	0	0.0%	591	5.3%	551	4.9%	49	0.4%	15	0.1%
<b>Totals</b>	July 2018	<b>37,911</b>	<b>52.8%</b>	<b>23,046</b>	<b>32.1%</b>	<b>0</b>	<b>0.0%</b>	<b>4,328</b>	<b>6.0%</b>	<b>6,301</b>	<b>8.8%</b>	<b>142</b>	<b>0.2%</b>	<b>120</b>	<b>0.2%</b>
	July 2019	<b>37,823</b>	<b>52.4%</b>	<b>23,034</b>	<b>31.9%</b>	<b>1</b>	<b>0.0%</b>	<b>4,473</b>	<b>6.2%</b>	<b>6,620</b>	<b>9.2%</b>	<b>162</b>	<b>0.2%</b>	<b>131</b>	<b>0.2%</b>

SOURCE: Office of Administration | HR Service Center | IRIS.

NOTE: Includes full-time permanent salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

COMMENTS: Twenty agencies have as many or more minority and female employees than non-minority males, including the Department of Human Services, which is the largest state agency. The Department of Military & Veterans Affairs and Human Services are tied for the highest percentage of minority employees of all agencies, accounting for 24.7 percent of their total salaried full-time work force. The Department of Drug and Alcohol Programs has the highest representation of females, comprising 72.6 percent of its total salaried full-time work force.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**Employment by Ethnicity**  
**1980 - 2019**

*Changes in Commonwealth Salaried Employment of Minorities*  
1980, 1985, 1990, 1995, 2000, 2005, 2010, 2015, 2019  
*Full-Time Salaried Employees*  
(GAWFR Table 15)

Year	Black/African-American				Hispanic/Latino				Native Hawaiian/Pacific Islander			
	Male		Female		Male		Female		Male		Female	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
July 1980	3,956	4.0%	7,045	7.1%	320	0.3%	277	0.3%	*N/A	*N/A	*N/A	*N/A
July 1985	3,409	4.2%	5,746	7.1%	352	0.4%	279	0.3%	*N/A	*N/A	*N/A	*N/A
July 1990	3,355	4.3%	5,399	6.9%	405	0.5%	333	0.4%	*N/A	*N/A	*N/A	*N/A
July 1995	3,617	4.6%	5,301	6.6%	504	0.6%	441	0.5%	*N/A	*N/A	*N/A	*N/A
July 2000	3,354	4.3%	4,839	6.2%	524	0.7%	509	0.6%	*N/A	*N/A	*N/A	*N/A
July 2005	3,144	4.1%	4,698	6.1%	571	0.7%	631	0.8%	**N/A	**N/A	**N/A	**N/A
July 2010	2,953	3.9%	4,595	6.1%	646	0.9%	780	1.0%	**N/A	**N/A	**N/A	**N/A
July 2015	2,762	3.8%	4,470	6.2%	738	1.0%	862	1.2%	**N/A	**N/A	**N/A	**N/A
<b>July 2019</b>	<b>2,754</b>	<b>3.8%</b>	<b>4,682</b>	<b>6.5%</b>	<b>840</b>	<b>1.2%</b>	<b>1,019</b>	<b>1.4%</b>	<b>41</b>	<b>0.1%</b>	<b>33</b>	<b>0.0%</b>

Year	Asian				Native American/Alaskan				Two or more races			
	Male		Female		Male		Female		Male		Female	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
July 1980	336	0.3%	151	0.2%	*N/A	*N/A	*N/A	*N/A	***N/A	***N/A	***N/A	***N/A
July 1985	287	0.4%	164	0.2%	*N/A	*N/A	*N/A	*N/A	***N/A	***N/A	***N/A	***N/A
July 1990	391	0.5%	219	0.3%	*N/A	*N/A	*N/A	*N/A	***N/A	***N/A	***N/A	***N/A
July 1995	493	0.6%	273	0.3%	*N/A	*N/A	*N/A	*N/A	***N/A	***N/A	***N/A	***N/A
July 2000	509	0.6%	296	0.4%	*N/A	*N/A	*N/A	*N/A	***N/A	***N/A	***N/A	***N/A
July 2005	489	0.6%	391	0.5%	61	0.1%	41	0	***N/A	***N/A	***N/A	***N/A
July 2010	534	0.7%	463	0.6%	63	0.1%	59	0.1%	***N/A	***N/A	***N/A	***N/A
July 2015	579	0.8%	558	0.8%	68	0.1%	62	0.1%	***N/A	***N/A	***N/A	***N/A
<b>July 2019</b>	<b>594</b>	<b>0.8%</b>	<b>614</b>	<b>0.8%</b>	<b>73</b>	<b>0.1%</b>	<b>49</b>	<b>0.1%</b>	<b>171</b>	<b>0.2%</b>	<b>223</b>	<b>0.3%</b>

SOURCE: Office of Administration | HR Service Center | IRIS.

NOTES: Includes full-time permanent salaried employees. All ethnicity categories match U.S. Equal Employment Opportunity Commission (EEOC) requirements.

\*For all years prior to 2004, Asian, Native Hawaiian/Pacific Islander and Native American/Alaskan were grouped together in an "Other" category; therefore, statistics displayed in the Asian category for years prior to 2004 include Native Hawaiian/Pacific Islander and Native American/Alaskan.

\*\*In November 2015, the Asian/Hawaiian/Pacific Islander category was split into two categories: Asian and Native Hawaiian/Pacific Islander; therefore, all statistics displayed in the Asian category for years between 2004 and 2015 also include Native Hawaiian/Pacific Islander.

\*\*\*In November 2015, a new category, Two or more races, was created.

COMMENTS: Since 1980 the percentage of minority employees in state government has increased from 12.2 to 15.3 percent.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**Employment by Gender**  
**1980 - 2019**

*Changes in Commonwealth Salaried Employment by Minority Group and Gender*  
*1980, 1985, 1990, 1995, 2000, 2005, 2010, 2015, 2019*  
*Full-Time Salaried Employees*  
*(GAWFR Table 14)*

Year	Non-Minority						Minority				Undisclosed				Totals					
	Male		Female		Undeclared		Male		Female		Male		Female		Male		Female		Undeclared	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
July 1980	51,476	52.0%	35,343	35.7%	**N/A	**N/A	4,612	4.7%	7,473	7.6%	*N/A	*N/A	*N/A	*N/A	56,088	56.7%	42,816	43.3%	**N/A	**N/A
July 1985	42,107	51.8%	28,916	35.6%	**N/A	**N/A	4,048	5.0%	6,189	7.6%	*N/A	*N/A	*N/A	*N/A	46,155	56.8%	35,105	43.2%	**N/A	**N/A
July 1990	41,293	52.9%	26,635	34.1%	**N/A	**N/A	4,151	5.3%	5,951	7.6%	*N/A	*N/A	*N/A	*N/A	45,444	58.2%	32,586	41.8%	**N/A	**N/A
July 1995	43,020	53.5%	26,801	33.3%	**N/A	**N/A	4,614	5.7%	6,015	7.5%	*N/A	*N/A	*N/A	*N/A	47,634	59.2%	32,816	40.8%	**N/A	**N/A
July 2000	43,020	54.7%	25,661	32.6%	**N/A	**N/A	4,387	5.6%	5,644	7.2%	*N/A	*N/A	*N/A	*N/A	47,407	60.2%	31,305	39.8%	**N/A	**N/A
July 2005	41,529	54.1%	25,171	32.8%	**N/A	**N/A	4,265	5.6%	5,761	7.5%	*N/A	*N/A	*N/A	*N/A	45,794	59.7%	30,932	40.3%	**N/A	**N/A
July 2010	40,861	53.9%	24,924	32.8%	**N/A	**N/A	4,195	5.5%	5,898	7.8%	*N/A	*N/A	*N/A	*N/A	45,056	59.4%	30,822	40.6%	**N/A	**N/A
July 2015	38,950	53.6%	23,290	32.1%	**N/A	**N/A	4,147	5.7%	5,952	8.2%	152	0.2%	131	0.2%	43,249	59.6%	29,373	40.4%	**N/A	**N/A
<b>July 2019</b>	<b>37,823</b>	<b>52.4%</b>	<b>23,034</b>	<b>31.9%</b>	<b>1</b>	<b>0.0%</b>	<b>4,473</b>	<b>6.2%</b>	<b>6,620</b>	<b>9.2%</b>	<b>162</b>	<b>0.2%</b>	<b>131</b>	<b>0.2%</b>	<b>42,458</b>	<b>58.8%</b>	<b>29,785</b>	<b>41.2%</b>	<b>1</b>	<b>0.0%</b>

SOURCE: Office of Administration | HR Service Center | IRIS.

NOTE: Includes full-time permanent salaried employees. Percentage totals may not equal the sum of individual entries because of rounding.

\*In September 2015, a new category, Undisclosed, was created.

\*\*In September 2019, a new category, Undeclared, was created.



**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**

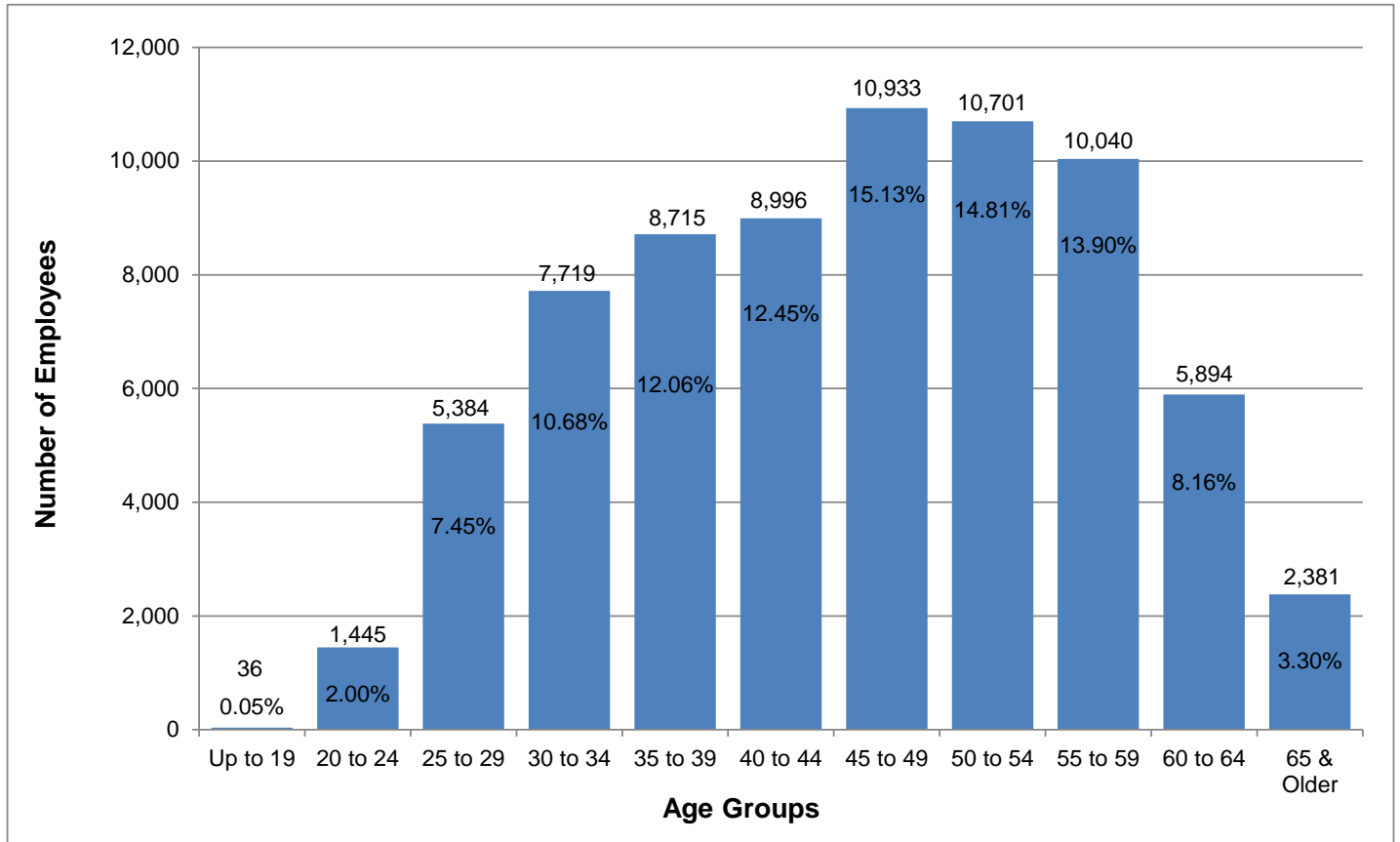
**Age Groups**

**July 2019**

*Age Distribution for Commonwealth Employees*

*July 2019*

*(GAWFR Table 46)*

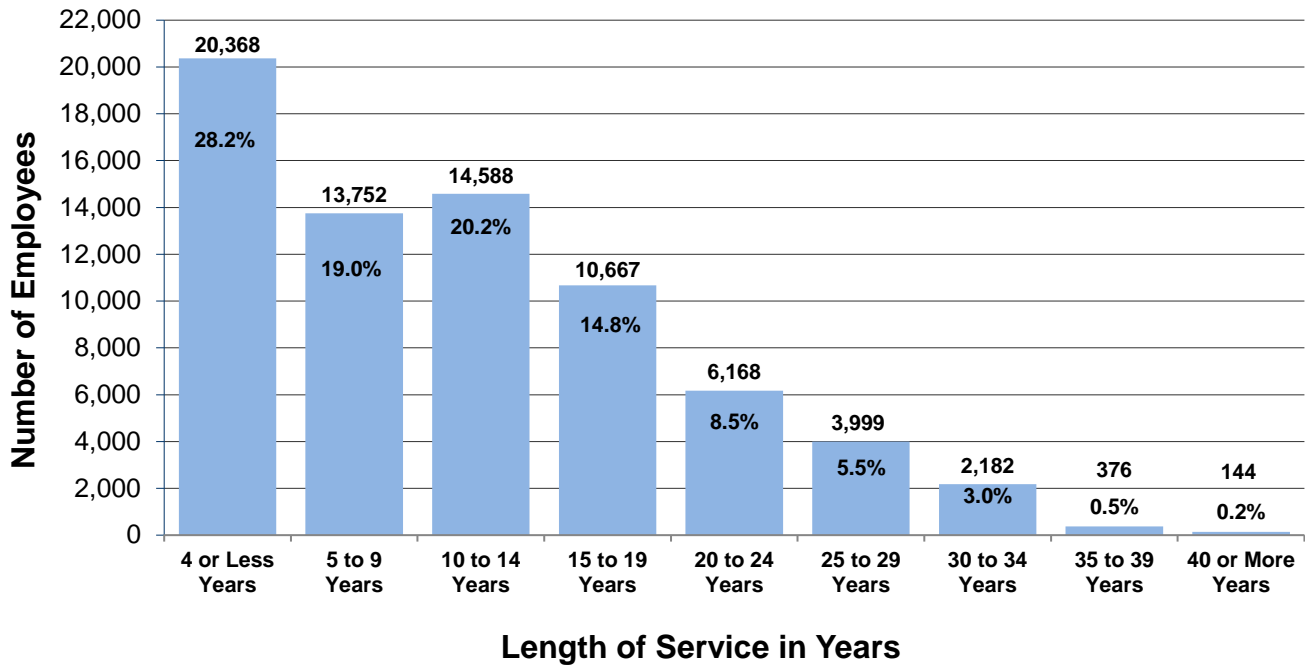


SOURCE: Office of Administration | HR Service Center | IRIS.

NOTE: Includes full-time permanent salaried employees. For purposes of this diagram, partial years are truncated.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**Length of Service**  
**July 2019**

*Length of Service Distribution for Commonwealth Employees*  
*July 2019*  
*(GAWFR Table 47)*



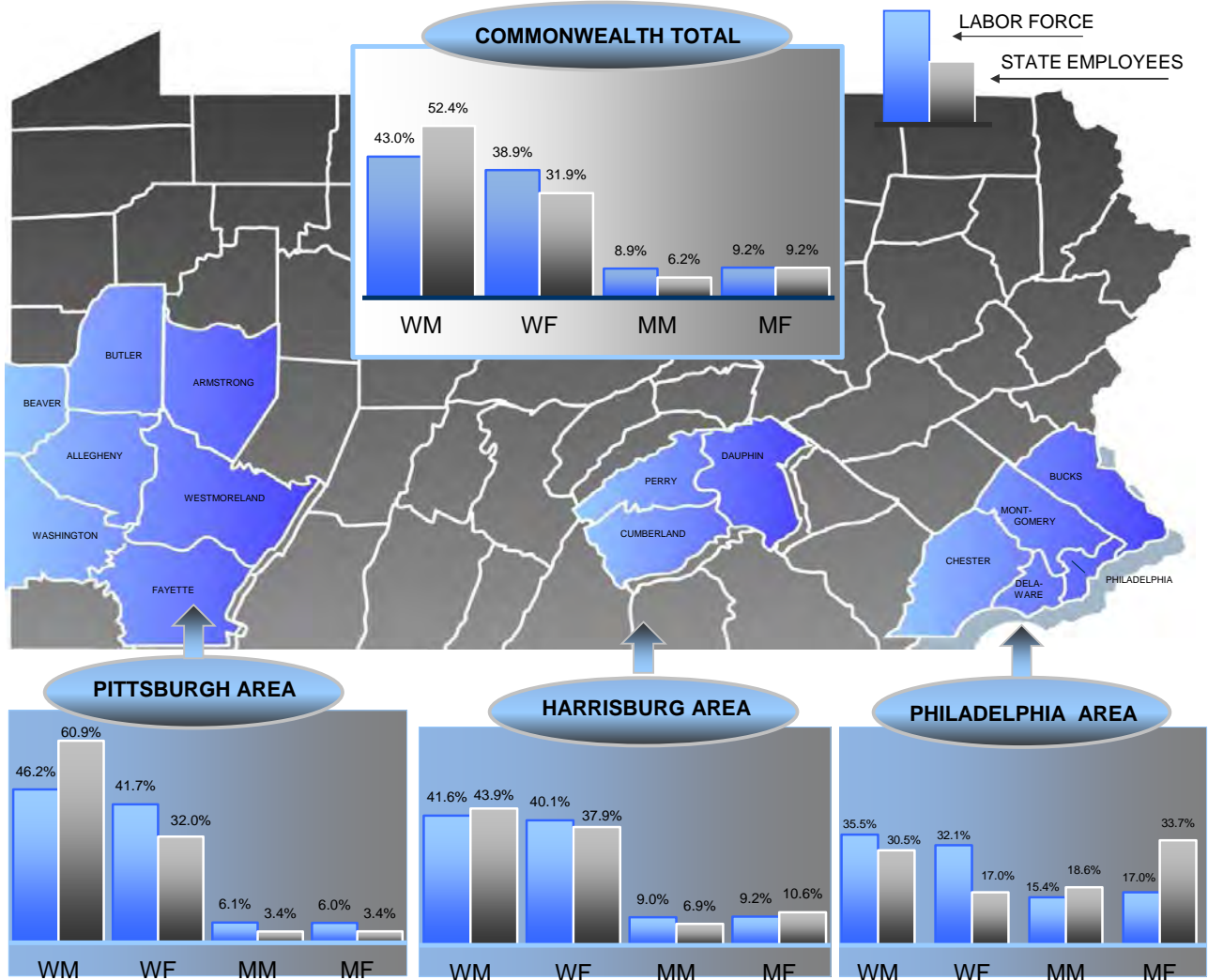
SOURCE: Office of Administration | HR Service Center | IRIS.

NOTE: Includes full-time permanent salaried employees. Length of service is defined as service credit for leave purposes. For purposes of this diagram, a year of service is calculated as 52 weeks of employment. Partial years are truncated.

COMMENTS: There were 520 employees with 35 or more years of commonwealth service as of July 2019. The average length of service was 11.3 years, which is consistent with the previous reporting year.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2019**

*Labor Force Compared to State Employment  
 by Minority Group and Gender  
 (GAWFR Table 13)*



SOURCE: Office of Administration | HR Service Center | IRIS

NOTE: State employment includes full-time permanent salaried employees. Data for commonwealth total labor force statistics and each metropolitan statistical area is from 2018, and are the latest available from the U.S. Census Bureau, 2018 American Community Survey. Metropolitan statistical area labor force data is based on 2018 annual average data including all persons employed or seeking employment within the designated areas. Percents may not total due to rounding. Data for state employment is as of June 30, 2019.

COMMENTS: The total representation of minority men and women in the state work force is 15.4 percent, compared to 18.1 percent in the overall state labor force. As compared to the previous reporting year the state work force minority representation has seen a slight increase.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2019**

*Minority Representation by Agency*  
*(GAWFR Table 17)*

Department	Minorities		Non Minority		Undisclosed		Total Employees
	Number	Percent	Number	Percent	Number	Percent	
Aging	13	16.3%	67	83.7%	0	0.0%	80
Agriculture	59	10.9%	476	88.3%	4	0.7%	539
Banking and Securities	21	10.9%	166	86.5%	5	2.6%	192
Civil Service Commission	1	5.9%	16	94.1%	0	0.0%	17
Community and Economic Development	37	13.0%	245	86.3%	2	0.7%	284
Conservation and Natural Resources	36	2.9%	1,199	96.3%	10	0.8%	1,245
Corrections	1,921	12.5%	13,347	87.1%	47	0.3%	15,315
Drug and Alcohol Programs	14	19.2%	59	80.8%	0	0.0%	73
Education	70	15.7%	373	83.8%	2	0.4%	445
Emergency Management Agency	14	8.4%	152	91.0%	1	0.6%	167
Environmental Protection	179	7.7%	2,139	92.1%	4	0.2%	2,322
Executive Offices	291	18.4%	1,273	80.6%	15	0.9%	1,579
Fish and Boat Commission	11	3.2%	337	96.8%	0	0.0%	348
Game Commission	8	1.2%	634	98.8%	0	0.0%	642
General Services	182	21.9%	647	77.8%	3	0.4%	832
Health	161	14.6%	927	84.0%	15	1.4%	1,103
Historical and Museum Commission	9	5.2%	163	94.8%	0	0.0%	172
Human Services	3,787	24.7%	11,529	75.1%	37	0.2%	15,353
Insurance	41	16.8%	202	82.8%	1	0.4%	244
Labor and Industry	525	13.2%	3,451	86.8%	1	0.0%	3,977
Liquor Control Board	648	20.4%	2,498	78.8%	24	0.8%	3,170
Military and Veterans Affairs	553	24.7%	1,677	74.9%	9	0.4%	2,239
Milk Marketing Board	0	0.0%	18	94.7%	1	5.3%	19
Municipal Retirement System	5	20.8%	17	70.8%	2	8.3%	24
Probation and Parole Board	251	19.4%	1,041	80.6%	0	0.0%	1,292
Public School Employees' Retirement System	45	14.3%	270	85.7%	0	0.0%	315
Public Utility Commission	69	14.9%	359	77.4%	36	7.8%	464
Revenue	418	23.5%	1,355	76.2%	6	0.3%	1,779
State	85	17.1%	408	82.3%	3	0.6%	496
State Employees' Retirement System	33	18.0%	149	81.4%	1	0.5%	183
State Police	464	7.5%	5,698	92.5%	0	0.0%	6,162
Transportation	1,142	10.2%	9,966	89.2%	64	0.6%	11,172
<b>COMMONWEALTH TOTALS</b>	<b>11,093</b>	<b>15.4%</b>	<b>60,858</b>	<b>84.2%</b>	<b>293</b>	<b>0.4%</b>	<b>72,244</b>

NOTE: Includes full-time permanent salaried employees in the agencies listed above. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission.

COMMENTS: Minorities comprise 15.4 percent of the commonwealth's work force, led by Human Services and Military and Veterans Affairs, which are tied at 24.7 percent minority representation.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2019**

*Gender Representation by Agency*  
*Full-Time Salaried Employees*  
*(GAWFR Table 18)*

Agency	Females		Males		Undeclared		Total Employees
	Number	Percent	Number	Percent	Number	Percent	
Aging	57	71.3%	23	28.8%	0	0.0%	80
Agriculture	232	43.0%	307	57.0%	0	0.0%	539
Banking and Securities	99	51.6%	93	48.4%	0	0.0%	192
Civil Service Commission	10	58.8%	7	41.2%	0	0.0%	17
Community and Economic Development	161	56.7%	123	43.3%	0	0.0%	284
Conservation and Natural Resources	342	27.5%	903	72.5%	0	0.0%	1,245
Corrections	4,163	27.2%	11,152	72.8%	0	0.0%	15,315
Drug and Alcohol Programs	53	72.6%	20	27.4%	0	0.0%	73
Education	287	64.5%	158	35.5%	0	0.0%	445
Emergency Management Agency	59	35.3%	108	64.7%	0	0.0%	167
Environmental Protection	804	34.6%	1,518	65.4%	0	0.0%	2,322
Executive Offices	891	56.4%	688	43.6%	0	0.0%	1,579
Fish and Boat Commission	72	20.7%	276	79.3%	0	0.0%	348
Game Commission	97	15.1%	545	84.9%	0	0.0%	642
General Services	241	29.0%	591	71.0%	0	0.0%	832
Health	758	68.7%	345	31.3%	0	0.0%	1,103
Historical and Museum Commission	75	43.6%	97	56.4%	0	0.0%	172
Human Services	10,436	68.0%	4,916	32.0%	1	0.0%	15,353
Insurance	123	50.4%	121	49.6%	0	0.0%	244
Labor and Industry	2,400	60.3%	1,577	39.7%	0	0.0%	3,977
Liquor Control Board	1,477	46.6%	1,693	53.4%	0	0.0%	3,170
Military and Veterans Affairs	1,303	58.2%	936	41.8%	0	0.0%	2,239
Milk Marketing Board	4	21.1%	15	78.9%	0	0.0%	19
Municipal Retirement System	13	54.2%	11	45.8%	0	0.0%	24
Probation and Parole Board	575	44.5%	717	55.5%	0	0.0%	1,292
Public School Employees' Retirement System	163	51.7%	152	48.3%	0	0.0%	315
Public Utility Commission	199	42.9%	265	57.1%	0	0.0%	464
Revenue	890	50.0%	889	50.0%	0	0.0%	1,779
State	282	56.9%	214	43.1%	0	0.0%	496
State Employees' Retirement System	112	61.2%	71	38.8%	0	0.0%	183
State Police	1,276	20.7%	4,886	79.3%	0	0.0%	6,162
Transportation	2,131	19.1%	9,041	80.9%	0	0.0%	11,172
<b>COMMONWEALTH TOTALS</b>	<b>29,785</b>	<b>41.2%</b>	<b>42,458</b>	<b>58.8%</b>	<b>1</b>	<b>0.0%</b>	<b>72,244</b>

NOTE: Includes full-time permanent salaried employees in the agencies listed above. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Environmental Hearing Board, and the Pennsylvania Human Relations Commission. In September 2019, a new category, Undeclared, was created.

COMMENTS: Males represent over half of all state employees in each of 15 agencies. The Drug and Alcohol Programs has the largest percentage of female employees (72.6%).

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2019**

*Job Categories by Race and Gender*  
1995, 2000, 2005, 2010, 2015, 2019  
(GAWFR Table 19)

		White			Black/African-American		Hispanic/Latino		Native Hawaiian/Pacific Islander		Asian		Native American/Alaskan		Two or more races		Undisclosed		Total Employees
		Male	Undeclared	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Officials and Administrators</b>	1995	2,465 73.5%	****N/A ****N/A	583 17.4%	124 3.7%	104 3.1%	12 0.4%	7 0.2%	*N/A *N/A	*N/A *N/A	43 1.3%	18 0.5%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	3,417
	2000	2,446 69.8%	****N/A ****N/A	741 21.1%	122 3.5%	115 3.3%	15 0.4%	8 0.2%	*N/A *N/A	*N/A *N/A	37 1.1%	20 0.6%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0.00 0.0%	0 0.0%	3,561
	2005	6,072 57.8%	****N/A ****N/A	3,398 32.4%	367 3.5%	461 4.4%	50 0.5%	55 0.5%	**N/A **N/A	**N/A **N/A	49 0.5%	40 0.4%	4 0.0%	5 0.0%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	10,590
	2010	5,967 52.5%	****N/A ****N/A	4,111 36.2%	328 2.9%	530 4.7%	68 0.6%	96 0.8%	**N/A **N/A	**N/A **N/A	70 0.6%	52 0.5%	7 0.1%	9 0.1%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	11,360
	2015	5,594 50.4%	****N/A ****N/A	4,023 36.3%	280 2.5%	530 4.8%	84 0.8%	94 0.8%	**N/A **N/A	**N/A **N/A	81 0.7%	69 0.6%	4 0.0%	11 0.1%	***N/A ***N/A	***N/A ***N/A	46 0.4%	42 0.4%	11,096
	2019	5,381 49.5%	0 0.0%	4,138 38.1%	274 2.5%	551 5.1%	95 0.9%	114 1.0%	5 0.0%	5 0.0%	95 0.9%	88 0.8%	7 0.1%	7 0.1%	18 0.2%	13 0.1%	31 0.3%	40 0.4%	10,862
<b>Professionals</b>	1995	12,385 49.7%	****N/A ****N/A	9,110 36.6%	933 3.7%	1,654 6.6%	151 0.6%	208 0.8%	*N/A *N/A	*N/A *N/A	318 1.3%	141 0.6%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	24,900
	2000	12,216 49.3%	****N/A ****N/A	9,174 37.0%	888 3.6%	1,636 6.6%	148 0.6%	241 1.0%	*N/A *N/A	*N/A *N/A	326 1.3%	161 0.6%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0.00 0.0%	0 0.0%	24,790
	2005	8,379 43.7%	****N/A ****N/A	7,837 40.8%	598 3.1%	1,433 7.5%	127 0.7%	275 1.4%	**N/A **N/A	**N/A **N/A	297 1.5%	206 1.1%	21 0.1%	14 0.1%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	19,187
	2010	7,633 39.8%	****N/A ****N/A	7,881 41.1%	564 2.9%	1,493 7.8%	150 0.8%	359 1.9%	**N/A **N/A	**N/A **N/A	295 1.5%	233 1.2%	23 0.1%	19 0.1%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	18,650
	2015	7,081 37.7%	****N/A ****N/A	7,621 40.6%	589 3.1%	1,606 8.6%	167 0.9%	405 2.2%	**N/A **N/A	**N/A **N/A	302 1.6%	270 1.4%	23 0.1%	23 0.1%	***N/A ***N/A	***N/A ***N/A	31 0.2%	28 0.1%	18,087
	2019	6,722 36.8%	1 0.0%	7,753 42.4%	575 3.1%	1,683 9.2%	195 1.1%	503 2.8%	17 0.1%	17 0.1%	299 1.6%	283 1.5%	19 0.1%	24 0.1%	31 0.2%	89 0.5%	38 0.2%	30 0.2%	18,279
<b>Technicians</b>	1995	3,725 60.7%	****N/A ****N/A	1,934 31.3%	187 3.0%	222 3.6%	17 0.3%	14 0.2%	*N/A *N/A	*N/A *N/A	25 0.4%	12 0.2%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	6,136
	2000	3,329 62.3%	****N/A ****N/A	1,636 30.6%	152 2.8%	149 2.8%	21 0.4%	16 0.3%	*N/A *N/A	*N/A *N/A	28 0.5%	9 0.2%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0.00 0.0%	0 0.0%	5,340
	2005	1,206 57.8%	****N/A ****N/A	1,109 32.4%	44 3.5%	63 4.4%	10 0.5%	4 0.5%	**N/A **N/A	**N/A **N/A	19 0.5%	10 0.4%	2 0.0%	1 0.0%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	2,468
	2010	1,119 45.5%	****N/A ****N/A	1,168 47.5%	38 1.5%	61 2.5%	5 0.2%	6 0.2%	**N/A **N/A	**N/A **N/A	16 0.7%	14 0.6%	3 0.1%	1 0.0%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	2,431
	2015	1,006 44.4%	****N/A ****N/A	1,043 46.0%	36 1.6%	72 3.2%	9 0.4%	9 0.4%	**N/A **N/A	**N/A **N/A	15 0.7%	18 0.8%	1 0.0%	3 0.1%	***N/A ***N/A	***N/A ***N/A	2 0.1%	8 0.4%	2,212
	2019	926 42.1%	0 0.0%	1,052 47.8%	40 1.8%	95 4.3%	13 0.6%	19 0.9%	2 0.1%	1 0.0%	12 0.5%	15 0.7%	2 0.1%	1 0.0%	3 0.1%	10 0.5%	2 0.1%	6 0.3%	2,199

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**

**July 2019**

*Job Categories by Race and Gender  
1995, 2000, 2005, 2010, 2015, 2019  
(GAWFR Table 19)*

		White			Black/African-American		Hispanic/Latino		Native Hawaiian/ Pacific Islander		Asian		Native American/Alaskan		Two or more races		Undisclosed		Total Employees
		Male	Undeclared	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Protective Service Workers</b>	1995	9,368 83.6%	****N/A	560 5.0%	916 8.2%	158 1.4%	146 1.3%	10 0.1%	*N/A *N/A	*N/A *N/A	45 0.4%	3 0.0%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	11,206
	2000	10,702 82.9%	****N/A	738 5.7%	1008 7.8%	224 1.7%	168 1.3%	15 0.1%	*N/A *N/A	*N/A *N/A	51 0.4%	7 0.1%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	12,913
	2005	10,700 83.9%	****N/A	672 5.3%	885 3.5%	237 4.4%	185 0.5%	16 0.5%	**N/A **N/A	**N/A **N/A	40 0.5%	2 0.4%	18 0.0%	3 0.0%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	12,758
	2010	11,596 83.6%	****N/A	800 5.8%	850 6.1%	281 2.0%	203 1.5%	20 0.1%	**N/A **N/A	**N/A **N/A	50 0.4%	3 0.0%	17 0.1%	2 0.0%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	13,822
	2015	11,339 82.0%	****N/A	870 6.3%	839 6.1%	285 2.1%	249 1.8%	43 0.3%	**N/A **N/A	**N/A **N/A	57 0.4%	5 0.0%	21 0.2%	4 0.0%	***N/A ***N/A	***N/A ***N/A	19 0.1%	6 0.0%	13,712
	2019	11,348 79.4%	0 0.0%	1,202 8.4%	800 5.6%	354 2.5%	311 2.2%	70 0.5%	4 0.0%	2 0.0%	66 0.5%	8 0.1%	22 0.2%	1 0.0%	51 0.4%	26 0.2%	20 0.1%	8 0.1%	14,293
<b>Para-professionals</b>	1995	92 25.7%	****N/A	211 58.9%	17 4.7%	32 8.9%	0 0.0%	2 0.6%	*N/A *N/A	*N/A *N/A	1 0.3%	3 0.8%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	358
	2000	71 20.7%	****N/A	228 66.5%	15 4.4%	25 7.3%	1 0.3%	1 0.3%	*N/A *N/A	*N/A *N/A	0 0.0%	2 0.6%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	343
	2005	1,215 68.3%	****N/A	323 18.2%	139 7.8%	72 4.0%	20 1.1%	4 0.2%	**N/A **N/A	**N/A **N/A	4 0.2%	2 0.1%	0 0.0%	0 0.0%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	1,779
	2010	1,260 64.4%	****N/A	401 20.5%	150 7.7%	95 4.9%	26 1.3%	7 0.4%	**N/A **N/A	**N/A **N/A	4 0.2%	2 0.1%	1 0.1%	4 0.2%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	1,950
	2015	888 64.9%	****N/A	282 20.6%	80 5.8%	65 4.8%	22 1.6%	11 0.8%	**N/A **N/A	**N/A **N/A	5 0.4%	2 0.1%	2 0.1%	2 0.1%	***N/A ***N/A	***N/A ***N/A	1 0.1%	0 0.0%	1,359
	2019	942 62.6%	0 0.0%	341 22.7%	76 5.0%	74 4.9%	22 1.5%	18 1.2%	0 0.0%	0 0.0%	8 0.5%	3 0.2%	2 0.1%	1 0.1%	10 0.7%	3 0.2%	5 0.3%	0 0.0%	1,505
<b>Office and Clerical</b>	1995	3,437 20.5%	****N/A	10,220 61.0%	499 3.0%	2,293 13.7%	44 0.3%	158 0.9%	*N/A *N/A	*N/A *N/A	29 0.2%	74 0.4%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	16,754
	2000	3,217 20.2%	****N/A	9,707 60.9%	500 3.1%	2,147 13.5%	51 0.3%	188 1.2%	*N/A *N/A	*N/A *N/A	40 0.3%	77 0.5%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	15,927
	2005	2,654 19.0%	****N/A	8,487 60.7%	410 2.9%	1,951 14.0%	66 0.5%	232 1.7%	**N/A **N/A	**N/A **N/A	53 0.4%	112 0.8%	5 0.0%	15 0.1%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	13,985
	2010	2,439 19.4%	****N/A	7,377 58.5%	393 3.1%	1,685 13.4%	71 0.6%	223 1.8%	**N/A **N/A	**N/A **N/A	65 0.5%	133 1.1%	3 0.0%	15 0.1%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	12,404
	2015	2,596 22.1%	****N/A	6,429 54.7%	360 3.1%	1,512 12.9%	71 0.6%	234 2.0%	**N/A **N/A	**N/A **N/A	72 0.6%	162 1.4%	5 0.0%	13 0.1%	***N/A ***N/A	***N/A ***N/A	8 0.1%	26 0.2%	11,454
	2019	2,559 23.6%	0 0.0%	5,742 53.0%	392 3.6%	1,430 13.2%	80 0.7%	213 2.0%	6 0.1%	6 0.1%	74 0.7%	181 1.7%	9 0.1%	8 0.1%	22 0.2%	62 0.6%	28 0.3%	30 0.3%	10,842

# STATE GOVERNMENT WORKFORCE STATISTICS - Demographics

July 2019

## Job Categories by Race and Gender 1995, 2000, 2005, 2010, 2015, 2019 (GAWFR Table 19)

		White			Black/African-American		Hispanic/Latino		Native Hawaiian/Pacific Islander		Asian		Native American/Alaskan		Two or more races		Undisclosed		Total Employees
		Male	Undeclared	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Skilled Craft Workers	1995	6,685	****N/A	197	266	16	69	2	*N/A	*N/A	16	1	*N/A	*N/A	***N/A	***N/A	0	0	7,252
		92.2%	****N/A	2.7%	3.7%	0.2%	1.0%	0.0%	*N/A	*N/A	0.2%	0.0%	*N/A	*N/A	***N/A	***N/A	0.0%	0.0%	
	2000	6,738	****N/A	214	233	19	68	3	*N/A	*N/A	14	1	*N/A	*N/A	***N/A	***N/A	0.00	0	7,290
		92.4%	****N/A	2.9%	3.2%	0.3%	0.9%	0.0%	*N/A	*N/A	0.2%	0.0%	*N/A	*N/A	***N/A	***N/A	0.0%	0.0%	
	2005	4,219	****N/A	75	127	5	28	0	**N/A	**N/A	9	1	3	0	***N/A	***N/A	0	0	4,467
		94.4%	****N/A	1.7%	2.8%	0.1%	0.6%	0.0%	**N/A	**N/A	0.2%	0.0%	0.1%	0.0%	***N/A	***N/A	0.0%	0.0%	
	2010	4,318	****N/A	89	122	7	32	0	**N/A	**N/A	10	2	5	0	***N/A	***N/A	0	0	4,585
Service-Maintenance		93.9%	****N/A	1.9%	2.7%	0.2%	0.7%	0.0%	**N/A	**N/A	0.2%	0.0%	0.1%	0.0%	***N/A	***N/A	0.0%	0.0%	
	2015	3,901	****N/A	86	92	5	31	0	**N/A	**N/A	15	1	4	0	***N/A	***N/A	17	0	4,135
		93.2%	****N/A	2.1%	2.2%	0.1%	0.7%	0.0%	**N/A	**N/A	0.4%	0.0%	0.1%	0.0%	***N/A	***N/A	0.4%	0.0%	
	2019	3,704	0	88	86	3	29	1	3	0	13	3	5	0	5	0	18	0	3,958
		93.6%	0.0%	2.2%	2.2%	0.1%	0.7%	0.0%	0.1%	0.0%	0.3%	0.1%	0.1%	0.0%	0.1%	0.0%	0.5%	0.0%	
	1995	4,863	****N/A	3,986	675	822	65	40	*N/A	*N/A	16	21	*N/A	*N/A	***N/A	***N/A	0	0	10,488
		46.4%	****N/A	38.0%	6.4%	7.8%	0.6%	0.4%	*N/A	*N/A	0.2%	0.2%	*N/A	*N/A	***N/A	***N/A	0.0%	0.0%	
Service-Maintenance	2000	4,301	****N/A	3,223	436	524	52	37	*N/A	*N/A	13	19	*N/A	*N/A	***N/A	***N/A	0.00	0	8,605
		50.0%	****N/A	37.5%	5.1%	6.1%	0.6%	0.4%	*N/A	*N/A	0.2%	0.2%	*N/A	*N/A	***N/A	***N/A	0.0%	0.0%	
	2005	7,084	****N/A	3,270	574	476	85	45	**N/A	**N/A	18	18	8	3	***N/A	***N/A	0	0	11,581
		61.2%	****N/A	28.2%	5.0%	4.1%	0.7%	0.4%	**N/A	**N/A	0.2%	0.2%	0.1%	0.0%	***N/A	***N/A	0.0%	0.0%	
	2010	6,530	****N/A	3,096	508	443	91	69	**N/A	**N/A	24	24	6	7	***N/A	***N/A	0	0	10,798
		60.2%	****N/A	28.5%	4.7%	4.1%	0.8%	0.6%	**N/A	**N/A	0.2%	0.2%	0.1%	0.1%	***N/A	***N/A	0.0%	0.0%	
	2015	6,545	****N/A	2,936	486	395	105	66	**N/A	**N/A	32	31	8	6	***N/A	***N/A	28	21	10,610
		60.8%	****N/A	27.3%	4.5%	3.7%	1.0%	0.6%	**N/A	**N/A	0.3%	0.3%	0.1%	0.1%	***N/A	***N/A	0.3%	0.2%	
	2019	6,241	0	2,718	511	492	95	81	4	2	27	33	7	7	31	20	20	17	10,306
		60.6%	0.0%	26.4%	5.0%	4.8%	0.9%	0.8%	0.0%	0.0%	0.3%	0.3%	0.1%	0.1%	0.3%	0.2%	0.2%	0.2%	

NOTE: Includes full-time permanent salaried employees. Percentages are based on the total number of employees within each job category for each year. All ethnicity categories match U.S. Equal Employment Opportunity Commission (EEOC) requirements.

\*For all years prior to 2004, Asian, Native Hawaiian/Pacific Islander and Native American/Alaskan were grouped together in an "Other" category; therefore, statistics displayed in the Asian category for years prior to 2004 include Native Hawaiian/Pacific Islander and Native American/Alaskan.

\*\*In November 2015, the Asian/Hawaiian/Pacific Islander category was split into two categories: Asian and Native Hawaiian/Pacific Islander; therefore, all statistics displayed in the Asian category for years between 2004 and 2015 also include Native Hawaiian/Pacific Islander.

\*\*\*In November 2015, a new category, Two or more races, was created.

\*\*\*\*In September 2019, a new category, Undeclared, was created.

COMMENTS: The above table shows employment by race and sex for the eight standardized U.S. EEOC job categories.



**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2019**

*Appointments, Separations and Promotions  
by Ethnicity and Gender  
(GAWFR Table 21)*

Percent of Total Appointments					
Ethnicity/Gender	2003-04	2008-2009	2013-2014	2017-2018	2018-2019
White Male	47.3%	47.0%	48.3%	45.8%	42.3%
White Female	34.8%	32.4%	33.6%	31.5%	32.0%
White Undeclared	0.0%	0.0%	0.1%	0.0%	0.0%
Black/African-American Male	4.6%	6.7%	5.1%	5.2%	5.5%
Black/African-American Female	8.8%	8.3%	7.3%	8.7%	10.3%
Hispanic/Latino Male	1.3%	1.6%	1.7%	1.7%	1.6%
Hispanic/Latino Female	1.6%	1.2%	1.7%	1.8%	2.7%
Native Hawaiian/Pacific Islander Male	*N/A	**N/A	**N/A	0.1%	0.0%
Native Hawaiian/Pacific Islander Female	*N/A	**N/A	**N/A	0.0%	0.1%
Asian Male	0.8%	1.2%	0.8%	0.8%	0.9%
Asian Female	0.8%	1.3%	0.8%	1.0%	0.7%
Native American/Alaskan Male	0.1%	0.2%	0.2%	0.1%	0.2%
Native American/Alaskan Female	0.0%	0.0%	0.2%	0.1%	0.0%
Two or more races Male	***N/A	***N/A	***N/A	1.1%	1.2%
Two or more races Female	***N/A	***N/A	***N/A	1.6%	1.7%
Undisclosed Male	****N/A	****N/A	0.1%	0.4%	0.5%
Undisclosed Female	****N/A	****N/A	0.0%	0.1%	0.2%

Percent of Total Separations					
Ethnicity/Gender	2003-04	2008-09	2013-2014	2017-2018	2018-2019
White Male	50.3%	47.8%	50.2%	48.3%	48.5%
White Female	35.7%	34.2%	33.4%	34.0%	32.3%
White Undeclared	0.0%	0.0%	0.0%	0.0%	0.0%
Black/African-American Male	4.6%	6.1%	5.1%	5.3%	5.2%
Black/African-American Female	7.2%	8.4%	7.2%	7.3%	8.3%
Hispanic/Latino Male	0.8%	1.1%	0.9%	1.1%	1.2%
Hispanic/Latino Female	0.6%	0.9%	1.1%	1.3%	1.5%
Native Hawaiian/Pacific Islander Male	*N/A	**N/A	**N/A	0.0%	0.0%
Native Hawaiian/Pacific Islander Female	*N/A	**N/A	**N/A	0.0%	0.0%
Asian Male	0.2%	0.6%	0.7%	0.6%	0.5%
Asian Female	0.7%	0.6%	0.8%	0.7%	0.5%
Native American/Alaskan Male	0.0%	0.1%	0.1%	0.1%	0.2%
Native American/Alaskan Female	0.0%	0.1%	0.1%	0.1%	0.1%
Two or more races Male	***N/A	***N/A	***N/A	0.3%	0.3%
Two or more races Female	***N/A	***N/A	***N/A	0.3%	0.6%
Undisclosed Male	****N/A	****N/A	0.2%	0.3%	0.5%
Undisclosed Female	****N/A	****N/A	0.2%	0.2%	0.2%

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2019**

*Appointments, Separations and Promotions  
by Ethnicity and Gender  
(GAWFR Table 21 - continued)*

Percent of Total Promotions					
Ethnicity/Gender	2003-04	2008-09	2013-2014	2017-2018	2018-2019
White Male	51.8%	55.4%	51.8%	51.5%	50.0%
White Female	35.1%	30.7%	33.8%	31.8%	32.0%
White Undeclared	0.0%	0.0%	0.0%	0.0%	0.0%
Black/African-American Male	3.7%	3.9%	3.6%	3.9%	4.3%
Black/African-American Female	6.9%	6.1%	5.4%	6.4%	6.9%
Hispanic/Latino Male	0.8%	0.9%	1.2%	1.3%	1.4%
Hispanic/Latino Female	0.7%	1.0%	1.2%	1.6%	1.3%
Native Hawaiian/Pacific Islander Male	*N/A	**N/A	**N/A	0.1%	0.0%
Native Hawaiian/Pacific Islander Female	*N/A	**N/A	**N/A	0.1%	0.1%
Asian Male	0.6%	1.0%	0.8%	0.8%	0.8%
Asian Female	0.6%	0.7%	0.8%	1.3%	1.5%
Native American/Alaskan Male	0.1%	0.1%	0.1%	0.1%	0.1%
Native American/Alaskan Female	0.0%	0.1%	0.1%	0.0%	0.0%
Two or more races Male	***N/A	***N/A	***N/A	0.5%	0.5%
Two or more races Female	***N/A	***N/A	***N/A	0.4%	0.6%
Undisclosed Male	****N/A	****N/A	0.8%	0.1%	0.4%
Undisclosed Female	****N/A	****N/A	0.5%	0.2%	0.3%

NOTE: Includes full-time permanent salaried employees. Table displays data in five year increments beginning with 2003-2004 along with the two most recent fiscal years. Appointments also include returns from furlough. Separations include retirements, resignations, deaths, and furloughs. All ethnicity categories match U.S. Equal Employment Opportunity Commission (EEOC) requirements.

\*For all years prior to 2004, Asian, Native Hawaiian/Pacific Islander and Native American/Alaskan were grouped together in an "Other" category; therefore, statistics displayed in the Asian category for years prior to 2004 include Native Hawaiian/Pacific Islander and Native American/Alaskan.

\*\*In November 2015, the Asian/Hawaiian/Pacific Islander category was split into two categories: Asian and Native Hawaiian/Pacific Islander; therefore, all statistics displayed in the Asian category for years between 2004 and 2015 also include Native Hawaiian/Pacific Islander.

\*\*\*In November 2015, a new category, Two or more races, was created.

\*\*\*\*Reporting of undisclosed ethnicity began in fiscal year 2010-2011.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2019**

*Age and Length of Service by Union*  
*Full-Time Salaried Employees*  
*(GAWFR Table 25)*

Union	Mean Age	Mean Length of Service
AFSCME (Master Agreement/Memorandum)	47*	11*
-Clerical, Administrative, and Fiscal units	48	11
-Maintenance and Trades units	48	11
-Human Services units	45	9
-Other AFSCME units	46	12
<i>*Average for all employees in the four categories</i>		
PSCOA (corrections officers)	42	10
SEIU Local 668 (social workers)	46	10
PSTA (state police)	37	11
SEIU Healthcare PA (nurses, non-supervisory)	48	9
UFCW (liquor store clerks)	47	8
ISSU (liquor store managers)	47	13
CIVEA (corrections education teachers)	48	11
FOSCEP (educational and cultural)	51	12
OPEIU (nurse supervisors)	50	13
UGSOA (security officers)	47	8
PDA (physicians)	61	11
FOP (conservation officers)	44	14
FOP (capitol police)	45	10
PLEA (liquor enforcement officers)	37	7
PSRA (DCNR rangers)	44	13
SEIU Local 668 (unemployment compensation referees)	54	18
PSEA (non-tenured teachers)	50	10
CBA (PUC attorneys)	44	12
ALES (liquor law enforcement officers 3)	49	20
Non-Union Employees	47	17
Management Employees	48	15
<b>COMMONWEALTH AVERAGE</b>	<b>46</b>	<b>11</b>

NOTE: Includes full-time permanent salaried employees. Data includes both rank-and-file and supervisory units unless otherwise noted.

COMMENTS: PLEA (liquor enforcement officers) and PSTA (state police) are tied for the youngest mean age (37), while PDA (physicians) has the oldest mean age (61). ALES (liquor law enforcement officers) has the highest mean length of service (20 years), while PLEA (liquor enforcement officers) has the lowest mean length of service (7 years).

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
July 2019

*Minority Group and Gender of Employees by Union  
Full-Time Salaried Employees  
(GAWFR Table 26)*

Union		White		Black/African-American		Hispanic /Latino		Native Hawaiian/Pacific Islander		Asian		Native American/Alaskan		Two or more races		Undisclosed	
AFSCME (Master Agreement/Memorandum)*	Male	14,654	12.6%	922	0.8%	239	0.2%	21	0.0%	232	0.2%	26	0.0%	83	0.1%	83	0.1%
	Female	10,073	8.7%	1,892	1.6%	327	0.3%	11	0.0%	299	0.3%	18	0.0%	88	0.1%	59	0.1%
-Clerical, Administrative and Fiscal units	Male	1,199	4.1%	212	0.7%	37	0.1%	2	0.0%	51	0.2%	3	0.0%	15	0.1%	7	0.0%
	Female	4,269	14.7%	1,051	3.6%	163	0.6%	5	0.0%	159	0.5%	6	0.0%	47	0.2%	25	0.1%
-Maintenance and Trades units	Male	6,775	23.3%	202	0.7%	76	0.3%	5	0.0%	12	0.0%	8	0.0%	21	0.1%	29	0.1%
	Female	182	0.6%	18	0.1%	7	0.0%	0	0.0%	2	0.0%	0	0.0%	1	0.0%	0	0.0%
-Human Services units	Male	1,359	4.7%	210	0.7%	31	0.1%	1	0.0%	15	0.1%	3	0.0%	11	0.0%	5	0.0%
	Female	2,851	9.8%	436	1.5%	71	0.2%	3	0.0%	36	0.1%	8	0.0%	25	0.1%	20	0.1%
-Other AFSCME units	Male	5,321	18.3%	298	1.0%	95	0.3%	13	0.0%	154	0.5%	12	0.0%	36	0.1%	42	0.1%
	Female	2,771	9.5%	387	1.3%	86	0.3%	3	0.0%	102	0.4%	4	0.0%	15	0.1%	14	0.0%
*Sum of employees in the four categories	Male	7,827	73.1%	811	7.6%	223	2.1%	2	0.0%	36	0.3%	16	0.1%	39	0.4%	19	0.2%
	Female	1,187	11.1%	427	4.0%	71	0.7%	1	0.0%	11	0.1%	0	0.0%	26	0.2%	9	0.1%
PSCOA (corrections officers)	Male	2,265	24.5%	317	3.4%	129	1.4%	1	0.0%	54	0.6%	3	0.0%	13	0.1%	3	0.0%
	Female	4,476	48.4%	1,362	14.7%	436	4.7%	5	0.1%	81	0.9%	16	0.2%	69	0.7%	11	0.1%
	Undeclared	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
SEIU Local 668 (social workers)	Male	3,810	87.0%	129	2.9%	88	2.0%	3	0.1%	35	0.8%	6	0.1%	11	0.3%	0	0.0%
	Female	271	6.2%	12	0.3%	8	0.2%	1	0.0%	1	0.0%	1	0.0%	2	0.0%	0	0.0%
PSTA (state police)	Male	232	21.3%	14	1.3%	1	0.1%	2	0.2%	7	0.6%	0	0.0%	1	0.1%	0	0.0%
	Female	709	65.2%	76	7.0%	9	0.8%	0	0.0%	25	2.3%	2	0.2%	4	0.4%	6	0.6%
SEIU Healthcare PA (nurses, non-supervisory)	Male	652	43.1%	119	7.9%	21	1.4%	3	0.2%	11	0.7%	4	0.3%	3	0.2%	11	0.7%
	Female	472	31.2%	188	12.4%	13	0.9%	1	0.1%	6	0.4%	1	0.1%	3	0.2%	6	0.4%
UFCW (liquor store clerks)	Male	287	41.5%	33	4.8%	7	1.0%	2	0.3%	4	0.6%	0	0.0%	0	0.0%	1	0.1%
	Female	275	39.8%	69	10.0%	12	1.7%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
ISSU (liquor store managers)	Male	235	69.5%	12	3.6%	1	0.3%	0	0.0%	3	0.9%	1	0.3%	1	0.3%	0	0.0%
	Female	78	23.1%	5	1.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.6%	0	0.0%
CIVEA (corrections education teachers)	Male	99	34.4%	7	2.4%	0	0.0%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%
	Female	160	55.6%	12	4.2%	5	1.7%	0	0.0%	3	1.0%	0	0.0%	1	0.3%	0	0.0%
FOSCEP (educational and cultural)	Male	63	27.3%	5	2.2%	0	0.0%	0	0.0%	1	0.4%	1	0.4%	0	0.0%	0	0.0%
	Female	149	64.5%	8	3.5%	0	0.0%	0	0.0%	0	0.0%	2	0.9%	2	0.9%	0	0.0%
OPEIU (nurse supervisors)	Male	128	75.7%	19	11.2%	3	1.8%	0	0.0%	1	0.6%	0	0.0%	1	0.6%	0	0.0%
	Female	15	8.9%	2	1.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UGSOA (security officers)	Male	65	48.5%	5	3.7%	3	2.2%	0	0.0%	17	12.7%	1	0.7%	0	0.0%	0	0.0%
	Female	30	22.4%	2	1.5%	0	0.0%	1	0.7%	8	6.0%	0	0.0%	2	1.5%	0	0.0%
PDA (physicians)	Male	235	95.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%
	Female	8	3.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%
FOP (conservation officers)	Male	235	95.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%
	Female	8	3.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2019**

*Minority Group and Gender of Employees by Union*  
*Full-Time Salaried Employees*  
*(GAWFR Table 26 - continued)*

Union		White		Black/African-American		Hispanic /Latino		Native Hawaiian/Pacific Islander		Asian		Native American/Alaskan		Two or more races		Undisclosed	
All Other Unions**	Male	321	74.3%	11	2.5%	7	1.6%	0	0.0%	1	0.2%	0	0.0%	1	0.2%	2	0.5%
	Female	74	17.1%	9	2.1%	3	0.7%	0	0.0%	2	0.5%	0	0.0%	1	0.2%	0	0.0%
Non-Union Employees	Male	455	69.6%	14	2.1%	6	0.9%	0	0.0%	17	2.6%	2	0.3%	0	0.0%	0	0.0%
	Female	155	23.7%	17	2.6%	4	0.6%	0	0.0%	4	0.6%	1	0.2%	0	0.0%	0	0.0%
Management Employees	Male	6,495	51.1%	336	2.6%	112	0.9%	7	0.1%	174	1.4%	13	0.1%	17	0.1%	43	0.3%
	Female	4,902	38.6%	601	4.7%	131	1.0%	13	0.1%	173	1.4%	8	0.1%	22	0.2%	40	0.3%
<b>COMMONWEALTH TOTAL</b>		<b>60,858</b>	<b>84.2%</b>	<b>7,436</b>	<b>10.3%</b>	<b>1,859</b>	<b>2.6%</b>	<b>74</b>	<b>0.1%</b>	<b>1,208</b>	<b>1.7%</b>	<b>122</b>	<b>0.2%</b>	<b>394</b>	<b>0.5%</b>	<b>293</b>	<b>0.4%</b>

NOTE: Includes full-time permanent salaried employees.

\*\*Unions with less than 100 represented employees are grouped in "All Other Unions."

In November 2015, the Asian/Hawaiian/Pacific Islander category was split into two categories: Asian and Native Hawaiian/Pacific Islander. Also in November 2015, a new category, Two or more races, was created. All category updates were due to changes in the U.S. Equal Employment Opportunity Commission (EEOC) requirements.

COMMENTS: Significant differences exist in the male/female ratio among bargaining units. The AFSCME clerical, administrative, and fiscal and human services units are primarily female, while the majority of maintenance and trades employees are male. In addition, the majority of SEIU Local 668 (social workers), FOSCEP (educational and cultural), SEIU Healthcare PA (nurses, nonsupervisory), ISSU (liquor store managers), and OPEIU (nurse supervisors) represented employees are female, while PSCOA (corrections officers), PSTA (state police), CIVEA (corrections education teachers), UGSOA (security officers), PDA (physicians), FOP (conservation officers) and UFCW (liquor store clerks) are primarily male.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2019**

*Age and Length of Service for All Commonwealth Employees*  
*(GAWFR Table 48)*

**Mean Age: 46      Mean Length of Service: 11**

Length of Service	Less than 5 years		5 to less than 10 years		10 to less than 15 years		15 to less than 20 years		20 to less than 25 years		25 to less than 30 years		30 years & above		TOTAL	
Age Group	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
34 & Below	9,659	13.4%	3,801	5.3%	1,097	1.5%	27	0.0%	0	0.0%	0	0.0%	0	0.0%	14,584	20.2%
35 to 44	4,591	6.4%	3,873	5.4%	5,709	7.9%	2,911	4.0%	589	0.8%	38	0.1%	0	0.0%	17,711	24.5%
45 to 54	3,632	5.0%	3,077	4.3%	4,130	5.7%	4,177	5.8%	3,641	5.0%	2,251	3.1%	726	1.0%	21,634	29.9%
55 to 59	1,445	2.0%	1,423	2.0%	1,797	2.5%	1,714	2.4%	1,196	1.7%	1,189	1.6%	1,276	1.8%	10,040	13.9%
60 & Above	1,041	1.4%	1,578	2.2%	1,855	2.6%	1,838	2.5%	742	1.0%	521	0.7%	700	1.0%	8,275	11.5%
<b>Total</b>	<b>20,368</b>	<b>28.2%</b>	<b>13,752</b>	<b>19.0%</b>	<b>14,588</b>	<b>20.2%</b>	<b>10,667</b>	<b>14.8%</b>	<b>6,168</b>	<b>8.5%</b>	<b>3,999</b>	<b>5.5%</b>	<b>2,702</b>	<b>3.7%</b>	<b>72,244</b>	<b>100.0%</b>

NOTE: Includes all full-time permanent salaried employees. Figures may not total 100% due to rounding.

COMMENTS: In July 2019, more salaried employees (20,368) had less than 5 years of service than any other service group, and more employees (21,634) were age 45 to 54 than any other age group. The mean age (46) for commonwealth employees was the same as the previous year, while length of service (11) was slightly lower.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2019**

*Average Age of New Hires for All Agencies  
(GAWFR Table 49)*

Agency	Mean Age	Mean Age of New Hire
Aging	50	39
Agriculture	48	34
Banking and Securities	46	35
Civil Service Commission	46	38
Community and Economic Development	46	36
Conservation and Natural Resources	48	42
Corrections	43	33
Drug and Alcohol Programs	46	34
Education	50	45
Emergency Management Agency	51	48
Environmental Protection	47	38
Executive Offices	46	38
Fish and Boat Commission	45	39
Game Commission	45	36
General Services	50	41
Health	48	42
Historical and Museum Commission	50	32
Human Services	48	40
Insurance	48	42
Labor and Industry	45	40
Liquor Control Board	47	41
Military and Veterans Affairs	47	40
Milk Marketing Board	55	N/A
Municipal Retirement System	48	41
Probation and Parole Board	43	34
Public School Employees' Retirement System	46	43
Public Utility Commission	48	40
Revenue	46	40
State	48	42
State Employees' Retirement System	46	36
State Police	40	36
Transportation	48	40
<b>COMMONWEALTH AVERAGE</b>	<b>46</b>	<b>38</b>

NOTE: Includes all full-time permanent salaried employees. Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure and Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission in this table. Data as of July 1 of each year.

COMMENTS: Historical & Museum Commission had the lowest average age of new hires (32) for fiscal year 2018-2019. The Milk Marketing Board had no new hires during fiscal year 2018-2019.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2019**

*Average Age and Length of Service for All Agencies*  
*(GAWFR Table 50)*

Agency	Mean Age	Mean LOS
Aging	50	14
Agriculture	48	12
Banking and Securities	46	12
Civil Service Commission	46	14
Community and Economic Development	46	12
Conservation and Natural Resources	48	14
Corrections	43	11
Drug and Alcohol Programs	46	12
Education	50	11
Emergency Management Agency	51	11
Environmental Protection	47	14
Executive Offices	46	13
Fish And Boat Commission	45	14
Game Commission	45	14
General Services	50	14
Health	48	11
Historical and Museum Commission	50	16
Human Services	48	10
Insurance	48	12
Labor and Industry	45	12
Liquor Control Board	47	11
Military and Veterans Affairs	47	9
Milk Marketing Board	55	17
Municipal Retirement Board	48	12
Probation And Parole Board	43	12
Public School Employees' Retirement System	46	12
Public Utility Commission	48	13
Revenue	46	12
State	48	10
State Employees' Retirement System	46	12
State Police	40	11
Transportation	48	12
<b>COMMONWEALTH AVERAGE</b>	<b>46</b>	<b>11</b>

NOTE: Includes all full-time permanent salaried employees. Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure and Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission in this table. Data as of July 1 of each year.

COMMENTS: Of all listed agencies, employees at the Milk Marketing Board held the oldest mean age (55), while State Police held the youngest (40). Milk Marketing Board had the highest mean length of service (17).



**STATE GOVERNMENT WORKFORCE STATISTICS - Geography**  
**Employees per 10K Residents**

*Rank Order of All States by Ratio of State Employment to State Population  
including employees not under the Governor's jurisdiction  
(GAWFR Table 10 and 11)*

State	Rank	Emps/10 K
HI Hawaii	1	497
AK Alaska	2	378
ND North Dakota	3	322
DE Delaware	4	311
VT Vermont	5	276
WV West Virginia	6	265
NM New Mexico	7	260
UT Utah	8	260
WY Wyoming	9	255
MT Montana	10	249
AR Arkansas	11	242
AL Alabama	12	231
KS Kansas	13	229
RI Rhode Island	14	226
IA Iowa	15	222
KY Kentucky	16	220
CT Connecticut	17	215
SD South Dakota	18	213
OR Oregon	19	213
WA Washington	20	210
MS Mississippi	21	207
OK Oklahoma	22	204
ME Maine	23	198
VA Virginia	24	196
CO Colorado	25	196

State	Rank	Emps/10 K
MI Michigan	26	194
NE Nebraska	27	192
NH New Hampshire	28	191
LA Louisiana	29	190
IN Indiana	30	188
MN Minnesota	31	186
MA Massachusetts	32	186
SC South Carolina	33	183
ID Idaho	34	182
WI Wisconsin	35	180
NJ New Jersey	36	176
MO Missouri	37	169
NC North Carolina	38	162
GA Georgia	39	159
OH Ohio	40	157
MD Maryland	41	148
TN Tennessee	42	146
PA Pennsylvania	43	142
NY New York	44	142
CA California	45	137
AZ Arizona	46	131
TX Texas	47	126
NV Nevada	48	122
IL Illinois	49	119
FL Florida	50	99

**National Average    165**  
**Pennsylvania        142**

SOURCE: "State Government Employment and Payroll", U.S. Census Bureau, as of March 2017 and "Annual Estimates of the Population for the United States, Regions, States, and Puerto Rico", U.S. Census Bureau, Population Division, as of July 1, 2018.

NOTE: State Government data includes all full-time and part-time state employees. Pennsylvania figures include Penn State University but exclude Pittsburgh, Temple, and Lincoln Universities.

COMMENTS: Pennsylvania has 142 state employees per 10,000 residents, one of the lowest rates in the nation ranking forty-third out of the fifty states. The national average is 165.

**STATE GOVERNMENT WORKFORCE STATISTICS - Geography**  
**Employees Average Salary**  
**March 2017**

*Average Annual Salary of All State Employees  
including employees not under the Governor's jurisdiction  
(GAWFR Table 12)*

State	Rank	Salary
CA California	1	\$90,703
CT Connecticut	2	\$81,708
IA Iowa	3	\$80,503
NJ New Jersey	4	\$78,799
NY New York	5	\$78,642
MA Massachusetts	6	\$75,732
RI Rhode Island	7	\$75,397
MN Minnesota	8	\$74,402
MI Michigan	9	\$73,797
AK Alaska	10	\$72,977
CO Colorado	11	\$72,567
OR Oregon	12	\$70,586
WA Washington	13	\$70,488
IL Illinois	14	\$70,287
VT Vermont	15	\$68,858
OH Ohio	16	\$68,132
ID Idaho	17	\$67,005
NH New Hampshire	18	\$66,858
PA Pennsylvania	19	\$66,158
WI Wisconsin	20	\$65,841
MD Maryland	21	\$65,499
VA Virginia	22	\$64,946
NV Nevada	23	\$64,922
UT Utah	24	\$64,218
TX Texas	25	\$64,178

State	Rank	Salary
AZ Arizona	26	\$62,031
ND North Dakota	27	\$61,723
NC North Carolina	28	\$61,262
HI Hawaii	29	\$59,888
LA Louisiana	30	\$58,837
DE Delaware	31	\$58,818
MT Montana	32	\$58,378
AL Alabama	33	\$58,217
KS Kansas	34	\$57,822
NM New Mexico	35	\$57,490
SD South Dakota	36	\$57,490
ME Maine	37	\$56,737
KY Kentucky	38	\$56,577
NE Nebraska	39	\$56,574
WY Wyoming	40	\$56,269
TN Tennessee	41	\$55,722
FL Florida	42	\$55,470
GA Georgia	43	\$55,422
OK Oklahoma	44	\$54,837
IN Indiana	45	\$54,316
SC South Carolina	46	\$53,114
AR Arkansas	47	\$51,569
WV West Virginia	48	\$49,289
MO Missouri	49	\$48,944
MS Mississippi	50	\$48,599

**National Average    \$67,115**  
**Pennsylvania        \$66,158\***

SOURCE: "State Government Employment and Payroll", U.S. Department of Commerce, Census Bureau. March 2017 data is the latest available.

NOTE: \*Pennsylvania's average salary includes all full-time state employees, including those not under the Governor's jurisdiction. This includes Attorney General, Treasury, Auditor General, Turnpike Commission, Legislative and Judicial Branches, State Universities, and the state-related universities of Penn State, Pittsburgh, Temple, and Lincoln which are reported and averaged together by the Census Bureau.

**STATE GOVERNMENT WORKFORCE STATISTICS - Geography**  
**Employees by County**  
**July 2019**

*Salaried Employees by Employment and Residence County*  
*(GAWFR Table 51)*

County	Employment	Residence
Adams	178	409
Allegheny	3,222	2,961
Armstrong	219	368
Beaver	275	393
Bedford	277	427
Berks	1,374	1,637
Blair	1,300	1,519
Bradford	240	236
Bucks	680	895
Butler	438	606
Cambria	1,464	2,472
Cameron	100	61
Carbon	239	333
Centre	1,784	1,059
Chester	934	911
Clarion	195	416
Clearfield	1,457	1,368
Clinton	171	418
Columbia	221	628
Crawford	833	883
Cumberland	1,799	4,410
Dauphin	15,358	7,069
Delaware	1,041	1,201
Elk	129	199
Erie	1,717	1,674
Fayette	1,386	1,234
Forest	754	176
Franklin	593	633
Fulton	137	94
Greene	911	460
Huntingdon	1,447	996
Indiana	1,066	971
Jefferson	229	425
Juniata	103	441
Lackawanna	1,906	2,131
Lancaster	807	1,674
Lawrence	275	394
Lebanon	635	982
Lehigh	1,016	794
Luzerne	2,794	3,120

**STATE GOVERNMENT WORKFORCE STATISTICS - Geography**  
**Employees by County (continued)**  
**July 2019**

*Salaried Employees by Employment and Residence County*  
*(GAWFR Table 51)*

County	Employment	Residence
Lycoming	1,542	1,198
Mckean	140	228
Mercer	846	785
Mifflin	118	532
Monroe	411	378
Montgomery	3,505	2,256
Montour	642	284
Northampton	370	585
Northumberland	847	1,482
Perry	344	1,006
Philadelphia	3,350	3,707
Pike	154	156
Potter	163	173
Schuylkill	1,410	1,795
Snyder	854	732
Somerset	1,494	1,120
Sullivan	112	80
Susquehanna	171	291
Tioga	230	248
Union	95	314
Venango	1,190	1,068
Warren	545	589
Washington	514	890
Wayne	874	443
Westmoreland	1,899	1,996
Wyoming	110	185
York	607	2,370
Outside PA	3	275
<b>Total</b>	<b>72,244</b>	<b>72,244</b>

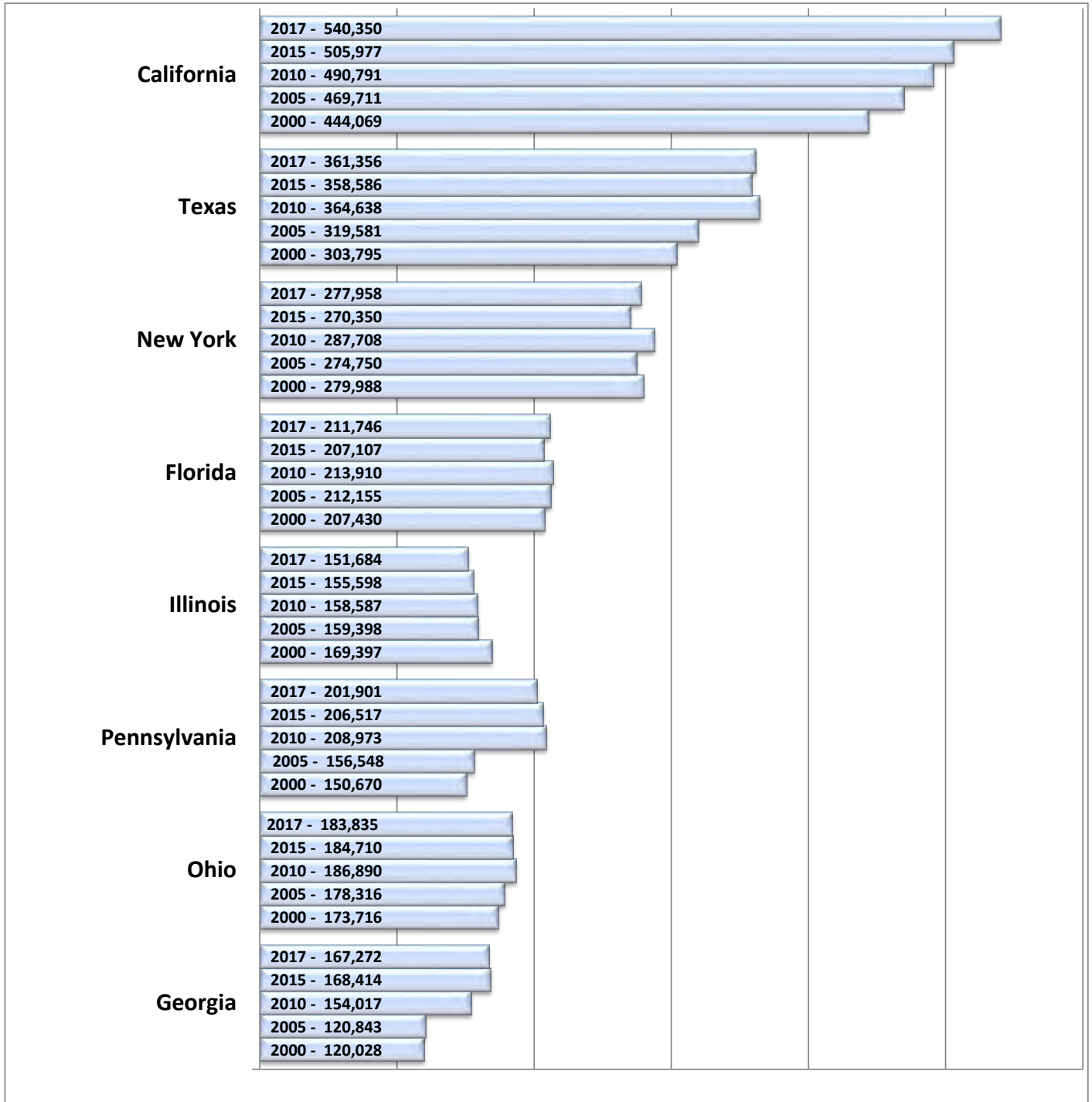
SOURCE: Office of Administration | HR Service Center | IRIS.

NOTE: Includes full-time permanent salaried employees.

COMMENTS: State employees live and work in every county of Pennsylvania. As of July 2019, over half (55.9 percent) of all state employees worked in the metropolitan areas of Harrisburg, Philadelphia, Pittsburgh, and Scranton/Wilkes-Barre, and half (50.6 percent) of all employees had those four areas as their home addresses. A total of 275 employees resided outside of the commonwealth's geographic boundaries.

## STATE GOVERNMENT WORKFORCE STATISTICS - Geography

*Trend of All State Employment - Eight Most Populous States  
(Including employees not under the Governor's jurisdiction)  
2000-2017  
(GAWFR Table 9)*



SOURCE/NOTE: Public employment for years shown from the U.S. Department of Commerce, Census Bureau. March 2017 employment data per state is the latest available, and the rankings for most populous states are based on the most recent data available (July 2018). Includes all full-time and part-time state employees, even those not under the Governor's jurisdiction, such as the Attorney General, Auditor General, Treasury, Turnpike Commission, Legislative and Judicial Branches, State Universities, and the state-related universities of Penn State, Pittsburgh, Temple, and Lincoln.

COMMENTS: As of July 2018, Pennsylvania is the sixth most populous state and has the fourth lowest total number of state employees of the eight most populous states.

## Glossary



**Appointment** - The hiring of a person to perform designated duties in a Commonwealth agency in exchange for compensation. Does not refer to transfers in from other state agencies.

**Average** - The arithmetic mean - the sum of observations divided by the total number of observations.

**Benefits** - Services or goods given or money indirectly given to an employee.

**Centralized payroll system** - A computerized data system containing payroll information for each Commonwealth employee and position.

**Civil Service position** - A position in the classified service under Article 1, Section 3 (d), of the Civil Service Act.

**Class** - A group of positions with sufficiently similar duties and responsibilities so that they may be assigned the same title and treated alike for pay and other personnel purposes.

**Compensation** - Money given directly or indirectly to an employee as well as services or goods given to an employee. Used interchangeably with pay.

**Equal Employment Opportunity Commission (EEOC) occupational groupings** Eight standard job categories as defined by EEOC, used by state and local governments in reporting statistics to the federal government.

**Fiscal year** - In Commonwealth agencies, July 1 of a given year through June 30 of the next year.

**Full-time employee** - An employee who is expected to be in an active pay status for either 75 or 80 hours per biweekly pay period.

**Furlough** - Removal of an employee from his or her position because of a lack of funds, work, or other operational reasons.

**Metropolitan Statistical Area (MSA)** - Refers to a county or group of contiguous counties forming a metropolitan area based on criteria developed by the U.S. Census Bureau.

**Minority** - African Americans, Hispanics, American Indians, Alaskan Natives, Asians, and Pacific Islanders who are not categorized as white for statistical reporting purposes.

**Non-Civil Service position** - A position not covered by the Civil Service Act.

**Part-time employee** - An employee who is expected to be in an active pay status fewer than 75 or 80 hours in a pay period, depending upon the employee's pay schedule.

**Permanent employee** - An employee hired with the expectation of being in an active pay status for more than 12 consecutive months or from nine to 12 consecutive months inclusive on an annually recurring basis.

**Position** - An authorized and individually identified group of duties and responsibilities assigned or delegated by competent authority requiring the full- or part-time employment of at least one person.

**Resignation** - The voluntary termination of employment other than retirement.

**Retirement** - Voluntary termination of employment followed by the receipt of certain benefits based on eligibility criteria under the retirement.

**Salaried employee** - An employee who is paid for a regularly scheduled number of hours during a biweekly pay period.

**SAP** - A computerized data system where the personnel and payroll records of each employee and position in state government are maintained. The information on filled positions does not include positions occupied by incumbents who are in a leave without pay status. These records were previously located in the Integrated Personnel/Payroll System (IPPS) prior to transitioning in January of 2004.

**Salaried position** - A position requiring the full- or part-time employment of at least one person on a regularly scheduled basis for a period of time exceeding six months.

**Separation** - The ending of a person's Commonwealth employment. Does not refer to transfers to other state agencies.

**Temporary employee** - An employee who is hired with the expectation of being in an active pay status for less than nine consecutive months or from nine to 12 consecutive months inclusive without working on an annually recurring basis.

**Wage employee** - An employee who is paid on an hourly basis and whose hours of work must be reported each pay period.

**Wage position** - A position requiring the full- or part-time employment of one person, either on a regular schedule for a limited duration of time or on an intermittent or irregularly scheduled basis without regard to the employment duration.

**Workforce** - Those persons employed by the Commonwealth.